

WRES ACTION PLAN 2016/17

No	Key Action	Lead	Due Date	Progress
1	<p><i>Data Cleanse</i> Communication from Avey Bhatia and Richard Hayden to all staff explaining importance of collating ethnic origin data and how it is used</p> <p>Data cleanse of ethnic origin on ESR to be undertaken.</p>	<p>Richard Hayden (Director of Workforce) & Avey Bhatia (Chief Nurse)</p> <p>Tracey Karlsson (Head of Employee Services) & Jamie Phipps (Head of Transformation)</p>	<p>February 2017</p> <p>June 2017</p>	<p>Complete</p> <p>Ongoing</p>
2	<p><i>Recruitment</i> Advertisements for 8a and above to state that BME groups are under-represented within the Trust at senior levels and applications from BME people would be welcomed.</p>	<p>Tracey Karlsson (Head of Employee Services)</p>	<p>October 2016</p>	<p>Complete</p>
3	<p><i>Recruitment</i> BME staff to be included in interview panels for posts at 8A or above where available Members of the BME Network Group to attend interviews in an observation capacity</p>	<p>Jo Petch (Head of Staff Engagement & Equality)</p>	<p>June 2017</p>	<p>Not currently viable however working on increasing awareness and capacity of staff via unconscious bias training, Ally programme</p>
4	<p><i>Recruitment</i> Review Recruitment and Selection training to ensure cultural sensitivity (including unconscious bias) to be included in Recruitment Workshops</p>	<p>Jeanette Barlow (L&D Manager) Jo Petch (Head of Staff Engagement & Equality) HR Business Partners</p>	<p>31 December 2016</p>	<p>Complete</p>
5	<p><i>Disciplinary</i> Annual review of anonymised and summarised cases of BME staff entering the disciplinary process</p> <ul style="list-style-type: none"> - scrutinised by Executive Lead, Head of Employee Relations, Head of Staff Engagement and Equality - findings presented to Diversity Management Group and Workforce Committee with recommendations 	<p>Ruth Bailey (Head of Employee Relations) Jo Petch (Head of Staff Engagement & Equality)</p>	<p>30 November 2016</p>	<p>Complete</p>

6	<p><i>Career</i> BME Network Group to host an event focussed on career development of BME staff within the Trust</p>	<p>Dr Mohammed Khan (BME Chair) Jo Petch (Head of Staff Engagement & Equality)</p>	<p>February 2017</p>	<p>Ongoing CV and Interview prep workshops were offered but not attended by staff. Will carry on this action point via mentorship initiative with L&D</p>
7	<p><i>Discrimination</i> Publicity campaign to address bullying/harassment and discrimination of staff by patients/relatives/public and manager/team leader/colleagues</p>	<p>Jo Petch (Head of Staff Engagement & Equality Gianna Pollero-Payne (Communications Manager)</p>	<p>November 2016</p>	<p>Ongoing Ally programme launched</p>
8	<p><i>Discrimination</i> Recruitment of BME staff members as advisors from BME network regarding bullying/harassment issues Training for advisors to be arranged Advertisement of BME advisors</p>	<p>Jo Petch (Head of Staff Engagement & Equality Dr Mohammed Khan (BME Chair)</p>	<p>January 2017</p>	<p>Ongoing Ally programme launched</p>