

WRES ACTION PLAN 2017/18

No	Key Action	Lead	Due Date
1	<p>Information submitted through the WRES report shows the number of staff (both BME and White) appointed to posts from shortlisting. We know there are a number of people who are shortlisted but do not attend interview which may be counted in the “appointed from shortlisting” count.</p> <p>Review and report numbers of BME staff who are shortlisted but do not attend interview and compare this against BME staff appointed from interview.</p>	Jo Garrity	November 2017
2	<p>Conduct an audit of areas where BME recruitment is lower than others</p> <p>Review these areas for:</p> <ul style="list-style-type: none"> - Unconscious bias training for recruiting managers - Scrutiny of recruitment decisions 	Jo Garrity	January 2018
3	<p>Unconscious Bias training. An overview is Included in the updated recruitment and selection training provided by the Trust. This is not mandatory for current recruiting managers.</p> <ul style="list-style-type: none"> • Make online unconscious bias training available through ATLearning • Advertise the online training and benefits of using it for all • Create video bites of unconscious bias training along with “top tips” to host on the intranet with links to the online training 	Jo Garrity	December 2017
4	<p>Work closely with the Recruitment and Retention Lead for the Trust to ensure</p> <ul style="list-style-type: none"> • Effective advertising encouraging BME applications • Non bias recruitment process • Support of BME staff on appointment, particularly from overseas recruitment 	Jo Garrity	March 2018
5	<p>Working with Learning and Development to create a mentoring programme for BME staff</p>	Jeanette Barlow	February 2018