

WRES ACTION PLAN 2018/19

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	January 2018
2	<p>Conduct scrutiny of recruitment decisions focussed on:</p> <p>Was the recruitment decision appropriate Was the outcome appropriate Were elements of discrimination present during the recruitment process</p>	Jo Garrity	March 2019
3	<p>Bullying and Harassment awareness becomes high profile within MTW</p> <ul style="list-style-type: none"> • Bullying and Harassment Awareness sessions for staff and managers to include how to identify and deal with B&H • Poster campaign targeted at patients and staff to reduce B&H 	Jo Garrity	February 2019
4	<p>Review of the numbers of BME leavers compared to White staff leaving the Trust</p>	Jo Garrity	December 2018