

WRES ACTION PLAN 2019/20

No	Key Action	Lead	Due Date
1	<p>Reduce the number of BME staff experiencing B&H from patients, relatives and the public as reported in the NHS National Staff Survey from 27% to 22% by July 2021 (which takes into account survey results of 2019)</p> <ul style="list-style-type: none"> • Design, produce and deliver a public facing poster campaign to raise awareness and set clear expectations about behaviour • Using a variety of communication tools, ensure that staff are aware of the process to report B&H 	<p>Jo Garrity</p> <p>Jo Garrity with all diversity networks</p> <p>Jo Garrity with HRBPs</p>	<p>October 2020</p> <p>December 2019</p> <p>February 2020</p>
2	<p>Reduce the number of BME staff experiencing B&H from staff, managers, team leaders or other colleagues as reported in the NHS National Staff Survey from (staff) 26% to 21% and (managers/team leaders) from 13% to 8% by July 2021 (which takes into account survey results of 2019)</p> <ul style="list-style-type: none"> • Working with HR colleagues, design a behaviours training programme clearly setting out definitions and examples of B&H, the impact of that behaviour on others and how to manage and report that behaviour. • Along with HR colleagues, deliver behaviours training programme to at least 5% of all MTW staff 	<p>Jo Garrity</p> <p>Jo Garrity with all diversity networks, HRBPs</p> <p>Jo Garrity & HRBPs</p>	<p>October 2020</p> <p>March 2020</p> <p>July 2020</p>
3	<p>Raise awareness of the Cultural and Ethnic Minorities Network throughout the Trust using a programme of diversity events and publicity materials</p> <ul style="list-style-type: none"> • Increase membership of the network by 10% • Report figures of BME staff assisted by network <ul style="list-style-type: none"> ○ Number of BME staff accessing network for advice and guidance ○ Number of White staff accessing network for advice and guidance 	<p>Jo Garrity</p> <p>Chair & Co-Chair</p> <p>Chair & Co-Chair</p>	<p>July 2020</p> <p>July 2020</p> <p>July 2020</p>

	○ Number of BME staff supported through a formal HR process		
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