

# Workforce Race Equality Standard

## Action Plan 2021-2022



### Education

- Understanding and using data
- Resources, guides and tools



### Recruitment

- Equitable recruitment process
- Demonstrable EDI work



### Career development

- Support for CPD
- Developing talent pools

## Education

*Providing Divisional Leads with data on race disparity and support the development of change. Provide opportunities for white staff to learn from the lived experiences of BME staff enabling them a greater understanding of the impact of discrimination on BME staff and the patients they care for.*

Activity	Lead	Due Date
WRES data and race disparity data to be provided to each Division to develop action plans focussing on improvements in BAME representation	Head of Staff Engagement and Equality / HR Business Partners	End October 2021
Deliver training in “Let’s talk about race” and “being anti racist”	Head of Staff Engagement and Equality	Starting October 2021 throughout 2022
Deliver White Ally Training Programme	Head of Staff Engagement and Equality	Starting October 2021 throughout 2022
Develop future cohorts of Reverse Mentoring for Triumvirates and other leaders	Head of Staff Engagement and Equality	April 2022

## Recruitment

*Increase the percentage of BME staff being recruited into the Trust using methods which actively seek to fulfil gaps in the diversity of teams.*

Activity	Lead	Due Date
Provide guidance to recruiting managers on what EDI work/legacy looks like with examples of interview questions and standards expected in response	Head of Staff Engagement and Equality / Recruitment	November 2021
New job descriptions to include EDI involvement as an essential criteria for bands 8a and above	Head of Staff Engagement and Equality	End October 2021

Implement values based recruitment process and support recruiting managers in its use	Head of Resourcing	December 2021
Use of EDI Recruitment reps within recruitment in the areas identified by Divisions using race disparity data	Head of Staff Engagement and Equality / Recruitment	November 2021
Introduce comply or explain system to check for bias within recruitment	Head of Resourcing	November 2021

## Career Development

*Increase career progression and promotion of our BME staff, including a focus on senior positions including improved access to non-mandatory training and CPD for BME staff.*

Activity	Lead	Due Date
Develop support for BAME staff to identify career development opportunities and how to complete a successful CPD application	Head of Learning and Development	December 2021
Using the race disparity ratio data, create a ring-fenced budget for CAME staff development		
Update the CPD application form to include <ul style="list-style-type: none"> <li>Personal development</li> <li>Career progression with clear links to PDP as part of appraisal process</li> </ul>		
Using the Talent Pool element of Trac, develop a talent pool using appraisal/ODO/role readiness for progression conversations		