

WRES Action Plan

2022



Recommendations for actions

De-biasing recruitment	Bullying, harassment or abuse	Career progression	Discrimination	Other support
Recruitment team to deliver updated values based recruitment training to all recruiting managers at MTW	Encourage staff to speak out using a range of mediums.	Schedule career workshops for ethnic minority staff to support with application and interview preparation	Upskill HR staff on race equity and accurate identification and support to staff feeling discrimination	Publish EDI strategy
Promote diverse panels, use of bank questions and EDI recruitment reps at interview	Review outcomes of reported cases of patient B&H through Datix and make recommendations where appropriate	Create talent pools for external recruitment and internal talent spotting	Education including white ally training and anti racism across the organisation	Roll out further reverse mentoring
Continue engagement work with Divisions, following up WRES workshops, supporting the delivery of action plans and monitoring progress	Provide education to staff on racism, micro aggressions, gaslighting and being an ally	Publish updated study leave policy Implement CPD panels to include review of management statement for confirming/declining CPD application Add EDI data to application form to enable accurate future reporting	Annual review of discrimination cases	Promotion of CEMN events and encourage connection and activity of allies
		Promotion of ICS wide BAME mentoring programme		Support development of a more diverse Trust Board