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WRES ACTION PLAN – 2023/2025

Indicator	Description	Target		
Indicator 2	Relative likelihood of staff being appointed from shortlisting across all posts.	Current		
		1.37		
		2024 Target %		
		1.17		
		2025 Target %		
		1.00		
Objective	Action	Reason	Timeframe	RAG rating
Increase the number of applications from BME people.	Work with recruitment to develop a guide/checklist for recruiting managers to make sure that they are thinking inclusively. This should include; <ul style="list-style-type: none"> job adverts job descriptions interview questions 	We are aware that the language used in job adverts and job descriptions can discourage people from a BME background from applying for roles. In order to increase the likelihood of people from a BME background being appointed from shortlisting across all posts we need to encourage them to apply in the first instance.	Dec 2023	
Empower staff from a BME background to have the confidence to apply for roles within MTW.	Work with the Career Development Team to promote training opportunities in things such as; <ul style="list-style-type: none"> Completing job applications Interview skills 	We are aware from feedback that some people from a BME background lack confidence in applying for roles within the NHS because they are unsure of the application process and how to sell themselves when English is their second	Ongoing	

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	Which would then be promoted through the CEMN Network to increase the uptake of these courses from people with a BME background.	language or their education or relevant experience has been obtained in other countries.		
Make sure that all candidates are viewed fairly at shortlisting.	Utilise new and existing cohort of EDI Recruitment Reps to support shortlisting panels.	To increase the likelihood of people from a BME background being appointed from shortlisting across all posts we need to make sure that the shortlisting process is being conducted fairly.	Ongoing	
Empower managers with a wider understanding of bias against people from a BME background in recruitment.	Develop Inclusive Recruitment Training and begin roll out for all recruiting managers to provide them with a wider understanding of recruiting people from a BME background.	We are aware from feedback that many recruiting managers do not recognise bias within their recruitment practices and therefore need to be empowered to do so.	Nov 2023	

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WRES ACTION PLAN – 2023/2025

Indicator	Description				Target
Indicator 3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.				Current
					1.22
					2024 Target %
					1.11
				2025 Target %	
				1.00	
Objective	Action	Reason	Timeframe	RAG rating	
To provide support in cases of formal disciplinary to ensure that the process is conducted fairly.	Set up an ER case review panel to support complex cases and provide EDI expertise in cases of discrimination.	To ensure that potential discrimination within the process is identified and dealt with appropriately.	Sep 2023		

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WRES ACTION PLAN – 2023/2025

Indicator	Description			Target	
Indicator 5	Percentage of staff experiencing harassment, bullying or abuse from patients, service users, their relatives or other members of the public in the last 12 months.			Current %	30.1%
				2024 Target %	25.3%
				2025 Target %	20.6%
Indicator 6	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.			Current %	21.0%
				2024 Target %	17.5%
				2025 Target %	12.3%
Indicator 8	Percentage of staff experiencing discrimination at work from Manager/team leaders or other colleagues in the last 12 months.			Current %	13.0%
				2024 Target %	
				2025 Target %	12.3%
Objective	Action	Reason	Timeframe	RAG rating	
To support all staff to have a better understanding of working in environments where there are people from lots of different cultural backgrounds.	To develop and roll out Cultural Awareness training to make staff feel empowered with the skills they need to understand and work with people from cultures other than their own.	We have learnt from feedback that many staff experience difficulties working with others from different cultural backgrounds due to a lack of knowledge and understanding.	From May 2024		

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WRES ACTION PLAN – 2023/2025

	<p>It should include;</p> <ul style="list-style-type: none"> • cultural values and attitudes • cross-cultural communication styles • managing language differences. 			
<p>Reduce the number of BME staff experiencing harassment, bullying or abuse in the workplace.</p>	<p>Develop Inclusive Ally training and begin roll out for all staff to provide them with a wider understanding of people from a BME background and how to support them with proactive allyship including challenging behaviours they may witness.</p>	<p>The aim is to empower staff with the knowledge and skills to practice allyship in the workplace.</p>	May 2024	
<p>To promote and encourage line managers to lead with compassion and feel empowered to have conversations which make staff feel valued.</p>	<p>Use our timeslot on the Exceptional Leaders Management Training Programme to highlight the importance of;</p> <ul style="list-style-type: none"> • Having regular “How are you?” conversations with staff. • Providing positive feedback to staff. 	<p>The aim of the Exceptional Leaders Management Training Programme is to create more compassionate leaders. This includes making people feels accepted, respected, supported and values.</p>	Ongoing	

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WRES ACTION PLAN – 2023/2025

	<ul style="list-style-type: none">• Highlighting achievements of staff.				
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WRES ACTION PLAN – 2023/2025

Indicator 7	Percentage believing that Trust provides equal opportunities for career progression or promotion.										
Objective	Action	Reason	Target	Timeframe	RAG rating						
To change the perception staff from a BME background have around being able to progress their careers.	Work with the CEMN Network to produce ‘Share your MTW Journey’ stories which will be published on the staff Intranet and feature members talking about their careers and how they have progressed to the role they are in today.	By sharing real life lived experiences of MTW staff with disabilities it may change the perception others have of being able to progress.	<table border="1" style="width: 100%; text-align: center;"> <tr><td>Current %</td></tr> <tr><td>55.6%</td></tr> <tr><td>2024 Target %</td></tr> <tr><td>63.2%</td></tr> <tr><td>2025 Target %</td></tr> <tr><td>69.4%</td></tr> </table>	Current %	55.6%	2024 Target %	63.2%	2025 Target %	69.4%	March 2024	
Current %											
55.6%											
2024 Target %											
63.2%											
2025 Target %											
69.4%											