

Workforce Diversity & Inclusion Action Plan 2022/23

Updated April 2022

WDES 2022-23 Action Plan						
Action No	Objective	Actions Required to meet Objective	Updates - Mar 2022	Lead	Further Discussion Needed?	Status
1.1	To eradicate instances of disability related unfair treatment/ Bullying and Harassment from colleagues, managers, including making staff feeling pressured to come to work when unwell	Promote understanding by reviewing, updating and re sharing our guidance on supporting disabled staff to increase understanding of different cultures and promote the use of my CCS Employment Passport .	LLW newsletter& LTC network engagement , promotion of policy/ support	LC/ST		
		Implement our Civility and Respect OD plan	Session and slides available for teams , either self run or facilitated	SC		
		Review current all staff training to see if still fit for purpose	E-Learning and induction are fit for purpose.	PF		
		Review options for wider training , including ICS system wide where applicable	see General action tab plus Allyship training in Chrysalis to be used wider in other T and D programmes etc	AH/PF		
		Continue to use our Remote working policy to the maximum to support disabled to work in a way which support their wellbeing and to maintain them in work ,	To embed this in our CCS Living With Covid plan	LW/AH		
1.2	Provide adequate adjustments to enable disabled staff to carry out their work	Continue to promote the My CCS passport and Supporting disabled staff policy .	At SMT meetings, in coaching with managers and when advising staff	HR team		
			H and W being champions to promote	JN		

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WRES 2022-23 Action Plan

Action No	Objective	Actions Required to meet Objective	Updates - Mar 22	Lead	Further Discussion Needed?	Status
2.1	Support BAME staff development and career progression , including the use of secondments and " stretch assignment " opportunities .	Work with our Cultural Diversity network to promote opportunities including options to use shadowing and secondments to support career development and learning	Invite JN to CD Network to run a career development session	AC/JN		
		Includes BAME staff specific T and D opportunities in list of available training in Appraisals Paperwork	Included in new paperwork due to be launched	PF		
		Work with the Cultural Diversity network and our ICS partners D and I leads on opportunities for development	Part of planned ICS D and I work BMLK and C and P for 2022/23	Mku/AH		
2.2	To support the Trust in developing the workforce section of its Anti-Racism Strategy to promote understanding and our journey from assimilation and limited inclusion to belonging for all our BAME staff					
		Review, update and re share our Cultural awareness information to support understanding	Update and use to inform / educate all staff .	VJ		
		Promote the trust Anti-Racism Pledge and contribute to the trust wide planned anti racism strategy	Pledges at May Board and Strategy in draft, in the interim a whole range of Workforce Diversity and Inclusion actions already in place and being implemented.	CS/Mku		
		Promote information on faith and culture key dates and support staff to celebrate these.	Draft Calendar for use in a range of polices and promotions and regular communications	LC		
		"See Me First" Champions to support/signpost staff	to go live May 2022	MKa		
2.3	Address the relative likelihood of White staff being appointed from shortlisting across all posts compared to BME staff	Promote diverse panels and the positive role of BAME panel members, through feedback and work with the Cultural Diversity network (see General actions for wider Recruitment actions)	(see General actions for wider Recruitment actions)	LC		
		Implement the action from No More Tick Boxes		LC		
2.4	Address the relative likelihood of BAME staff entering the formal disciplinary process compared to White staff	Increase the number of Cultural Ambassadors	Recruited and returned to 5 CAs with I more interested new recruit	AH		
		Restart the Cultural Ambassadors peer support group	In place and invited to join WD& I group	AC/Mka		
		Develop and roll out team sessions to promote a culture of Civility & Respect	Team workshop outline in place and SC can facilitate team sessions or they can be self run .	SC		
2.5	Irradiate bullying harassment abuse or discrimination at work from Manager/team leader ,other colleagues or members of the public	Promote and widen the use of diversity mentors, starting with our in house leadership development programmes.	Included in Chrysalis as part of the inclusive leadership aspect.	PF		
		Undertake actions in 2.1, 2.2, 2.3 and 2.4 above and Implement the NHS contract Prevention of Violence & Aggression Standards	see General action tab	named leads above plus RF for Prevention of VA standards		

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GENDER PAY GAP						
Action No	Objective	Actions Required to meet Objective	Updates - Mar 22	Lead		Status
4.1	To to attract more male workers in the trust in posts <band 7.	Implement actions to attract more male applicants into the NHS early in their career including : • Introduce our revised Work Experience Programme to School Students, Ex Armed Forces etc. (Pilot Work Experience programme for 12 students was planned to take place in June 2020. Delayed by Covid-19, will now run in 2022/23). It includes mock clinic rooms, real life experiences and a workbook. promote amongst young people from disadvantaged backgrounds and SEND pupils • If successful the programme will be replicated in various areas across the Trust	Many actions on hold during the pandemic, recently schools have begun to re-engage and a programme for a school's ambassadors programme is in place	PF/JN		
4.2	To take actions to attract more female workers in the trust in posts >band 7.	Ensure senior roles are advertised with flexible working as an option.		LC		
		Offer the empowering female staff training 'Springboard' to staff;		PF		
		Regularly review shortlisting data and identify any areas of concern;		LC		
		Promote and facilitate mentoring and coaching, including reverse/diversity mentoring;		PF		
		Use diverse selection panels through policy, practice and training;		LC		
	Provide support for female medics in applying for CEAs.			LC(via Medical Staffing Team)		