

Workforce Diversity & Inclusion Action Plan 2022/23
Updated April 2022

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		Yellow
		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		Green
		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		Yellow
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		Yellow
		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		Green
		Promote information on faith and culture key dates and support staff to celebrate these.	Draft Calendar for use in a range of policies and promotions and regular communications	LC		Yellow
		"See Me First" Champions to support/signpost staff	to go live May 2022	Mka		Yellow
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		Green
		Implement the action from No More Tick Boxes		LC		Yellow
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 1 more interested new recruit	AH		Green
		Restart the Cultural Ambassadors peer support group	In place and invited to join WD& I group	AC/Mka		Green
		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		Green
2.5	Intrate 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		Green
		Undertake actions in 2.1, 2.2, 2.3 and 2.4 above and implement the NHS contract Prevention of Violence &	see General action tab	named leads above plus		Yellow

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