

## 2021 Staff Opinion Survey Action Plan for CCS Task and Finish Group 2022

### Action Plan April-September 2022

First Update:

Second Update:

Third update:

Fourth update:

Penultimate Review and update:

Final review:

Item No.	Pre action plan Objectives	Key Work Area	Owner	Action Update:	When by	Status
1	Publish results		AP	Comms cascade and all staff e mail	30 March 2022	
2	Agree action plan/ objectives	Action plan to focus on a few deliverables to address greatest areas for improvement.	AP/AH	Exec and Wider Exec	By 12 April 2022	
3	Establish action plan task and finish group	Membership based on agreed actions, with accountable leads identified	AH/AC	Proposed membership and meeting invites, subject to sign off of action plan	By 12 April 2022	
4	Communicate objectives and plan to staff	Via info cascade and through HRBPs regular slots at service SMTs	HR team and service leads		By 14 April 2022	
<b>Action Plan Objectives</b>						
5	To strengthen our response to any act of violence or aggression from service users, including to fully implement the national safety standard "Prevention of violence and aggression "and to provide support and information/ training for managers and staff in handling issues as they arise.	1.Key discussion at next H and S committee:  Agree actions, and report to May 2022 Wider Executive progress on implementation of the Prevention of violence and aggression standard, including identifying safe spaces/wobble rooms/ where staff can go to have time and space to deal with what has just happened to them, with support and resources in these areas to help them.  Development session at Leadership form on implementing the Violence and aggression by members of the public policy	RF/MR and Health and Safety committee		Ongoing up to October 2022.	
		2.Reveiw, update and re publish policy guidance and support for staff following an incident	AH/LW	Reviewed and re published.	March 2022	

No.	Action Plan Objectives	Key Work Area	Owner	Action Update:	When by	Status
2	Improve the appraisal experience of staff as a supportive conversation, which values their role in their service and allows for so that staff feel they can develop and there are clear progression pathways	1. Review /update and run Appraisal conversation training for managers and staff. 2. Review number of appraisals any one manager is undertaking, in line with trust guidance. 3) Explore any value to using ESR appraisal functionality (although this is about recording, not the value of the discussions) 4) Review and implement timely feedback on the appraisal experience of staff and share with relevant service leads.	AH/PF/AS		May 2022	
3	To learn from the pandemic about flexibility and kindness when working with colleagues with health conditions which impact on their daily lives and make this the norm. Embed true allyship into our culture and take steps to ensure our disabled workforce do not face discrimination in any form from managers, colleague, or members of the public, including abuse, violence, bully harassment. * Links to Objective 5, action 1	1. Implement the living our values/ civility and respect OD plan and wider offer of diversity mentoring to foster understanding.	AP/SC/MK/AH			
4	To listen to the experiences of our culturally diverse staff and to take steps to inform, educate and upskill all managers and staff in actively challenging prejudice, being a true ally and in taking steps to ensure our culturally diverse workforce do not face discrimination in any form from managers or colleague and any abuse from members of the public is promptly dealt with.	1 re Commission the Garnett foundation (or similar) to run session in all services, focusing on anti-racism 2 Support all anti-racism actions and implement agreed workforce specific actions 3 Develop and deliver (or commission) D and I training for all line managers and all staff in Allyship, where possible in collaboration with ICS colleague organisations. 4) Set as a non-negotiable objective for ALL staff, to actively challenge their own prejudices and biases and to call in inappropriate behaviour of others including those more senior to them, with assurance of protection from the trust from any negative repercussions. 5 To demonstrate to all staff the steps the trust is taking to meet the Prevention of Violence standards * as in action 5.1	AP/SC/AH/RF/PF/MK			