

Workforce Diversity & Inclusion Group Action Plan (including WRES/WRES AND GPG actions plans 2022/23)
Last Updated 08/02/2022

Objective No.	Objective	Action No.	Overarching Action Plan/s	Actions Required to meet Objective	Updates	Lead	Further Discussion Needed?	Due Date	Status
1	To commission and begin the roll out of Cultural Intelligence Training (WRES, WDES, GPG & WDI Group)	1.0	ALL	Identify a supplier, and work with them to develop a plan on rolling out training including use of train-the-trainer model	Beyond Difference identified as the provider and being commissioned by the C and P ICS. Roll our TBC	Sam Carr	Yes	tbc	on track
2	To implement agreed actions identified in the CCS self assessment against the Violence Prevention Standards (violence and aggression from members of the public) (WRES, WDES, GPG & WDI Group)	2.0	ALL	This Objective is for information only in this action plan and actions relating to this are lead by the Trust Health & Safety Committee .	Plan owner Mark Robbins. Reps from this groups who also sit on H and S committee to provide a link are RF,SC and HB. Significant progress has been made (measured against the self-assessment tool)	RF/SC/HB	FIO		N/A
3	To continue to offer career development sessions including mentoring and coaching, including diversity mentoring, to all staff networks and wider (WRES, WDES, GPG & WDI Group)	3.1	WRES	Publish training & development opportunities on the staff intranet including a BAME staff specific development opportunities.	Currently in place and in addition a training " prospectus" will be produced to help signpost staff from April 2023 onwards .	PF	Yes		
		3.2	WRES	Actively participate in D&I networks in the C and P and BMLK ICSs partners	Development planned including Cultural Intelligence (see above) and cultural awareness for managers supporting international recruits.	MK.AH	Yes		
		3.3	WRES & WDES/GPG	Relaunch Diversity Mentoring with training for Diversity Mentors from January 2023	Training programme in place and mentors and mentees being matched	PF	Yes		
4	To agree and set stretch Disparity reduction targets, to be achieved over the next 5 years (WRES, WDES, GPG & WDI PLAN)	4.0	ALL	Workforce data reviewed and stretch targets to improve 2 identified areas agreed and actions taken.	Stretch Targets agreed see action plan	SC/MK/AH	Yes	Ongoing	on track
5	To implement the CCS action plan following our review of No More Tick Boxes and If Your Face Fits (EDS , WRES, WDES, GPG & WDI PLAN)	5	ALL	Action plan in place including mandatory cultural diverse interview panels .	see action plan	LC	Yes		on track
6	To work with young people to encourage more young men to enter NHS careers (GPG)	6.0	GPG	Re start work experience programmes when safe to do so. Ambassadors engagement programme to support promoting NHS careers. Ongoing support of the Kick Start programme .	Ambassadors work into school has re started	JN	Yes	Ongoing	on track
7	To ensure senior roles are advertised with flexible working as an option to attract female applicants (GPG)	7.0	GPG	In place	In Place	LC	No	Ongoing	

8	To offer the empowering female staff training 'Springboard' to staff (GPG)	8.0	GPG	In place and ongoing	2023 cohort in place including one ringfenced for BAME staff	PF	No	Ongoing	
9	To provide support for female medics in applying for Clinical Excellence Awards (GPG)	9.0	GPG	Ongoing and continual review of support to CEA applicants	LC to work with medical staffing team on ensure ongoing improvement in the advice / support to applicants	LC (via Medical Staffing Team)	Yes	Ongoing	
10	To regularly review shortlisting data and identify any areas of concern (WRES, WDES, GPG & WDI PLAN)	10.0	ALL	In place and ongoing	In Place	LC	Yes	Ongoing	
11	To use diverse selection panels through policy practice and training (WRES, WDES, GPG & WDI PLAN)	11.0	ALL	See above - Objective 5 (no more tick boxes and diverse panels). The mandatory diversity will be to have BAME members, but gender mix will be strongly advised	see above - Objective 5 and related actions	LC	Yes	01-Apr-23	on track
13	The Trust Board will role model behaviours that support the Trust ambition to be an anti-racist organisation including actively implementing the Trust and their personal anti racism pledges, to instil a sense of belonging for all our staff. (EDS)	12.0	EDS	Measured through reports to People Participation Committee & Board on progress and via actions undertaken such as signing individual pledges and work undertaken that supports their objectives. This Objective will not be actioned by the WDI Group but will receive updates on actions from Board Development Sessions that link to this Objective via MKu		MKu	Yes	FIO	N/A
14	To review Workforce WD&I data, key findings and identify areas for improvement/action	13.0	General	Data shared regularly. HRBPs to take actions as required	HR team to review specific data and take actions as required	RM/LC	Yes	Ongoing	
15	To produce and review Public Population census reports annually and provide as a competitor with staff demographics and WRES and WDES data submissions (July/August annually)	14.0	General	Provide annually with highlight report	To be reviewed against latest census data	RM/LC	Yes	Ongoing	
16	To complete and submit the following reports nationally and publish internally in line with national timescales: Gender Pay Gap, WDES & WRES	15.0	General	To report / publish annually within national time frames scales	completed for 2022/23	RM/AH	Yes	Ongoing	
17	To regularly review and analyse uptake of Training and Development activities by 9 protected characteristics to drive improvements in equality of access.	16.0	General	RM, JH and PF to analyse data quarterly and agree any proposed actions to address any areas of concern.		PF/RM/JH	Yes	Ongoing	
18	To provide staff with regular up to date information to support the Trusts commitment to the diversity and inclusion for our workforce	17.1	General	To have regular diversity and inclusion messages/ stories / information in comms cascade	Regular communications in place	ST	Yes	Ongoing	
		17.2	General	To regularly review and update the Workforce Diversity and Inclusion pages on the intranet and public facing website.	Regular reviews take place	MKu/ST	Yes	Ongoing	
		17.3	WRES	Review, update and re share our Cultural awareness information to support diverse patient population and support understanding	New Patient D and I lead appointed to regularly review this	CMcl	Yes	ongoing	
		17.4	WRES	Continue to promote and support "See Me First Champions" and expand the role	Review of success to be undertaken in 2023	MKa	Yes	Ongoing	
		17.5	WDES	Promote the importance of staff declaring their diversity data (in ESR) by reminding staff of the positive actions we have taken. Included in our stretch targets	Regular comms and individual contact	RM/AH/LC	Yes	Ongoing	

19	Support Neurodiversity in the workplace through role design, attracting, recruiting, retention and supporting, (including adjustments) and the upskilling of managers	18.1	WDI PLAN	HR team to produce an implementation plan	See action plan	LC	Yes		
		18.2	WDI PLAN	Roll out Autism Awareness Training	subjects matter experts identified and roll out to be confirmed			FIO	N/A