**CCS Workforce Race Equality Scheme Action Plan 2023/24**

**We will take positive actions to achieve the objectives below to address the disparity highlighted between staff with a disability and their no disabled colleagues as seem in our 2023 WRES data.**

**These are divided in to 3 priority categories for action.**

1.Inclusive Leadership and management:

2.Inclusive Talent and Career Development

3.Zero Tolerance and the Protection of staff from harassment and abuse from patients, the public and colleagues

**Priority 1** Leadership and management:

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| **Objective** | **Current position** | **Action** | **Time scale** | **Lead** |
| 1.We will begin the roll out of Cultural Intelligence Training programme in conjunction with our Cambridgeshire and Peterborough ICS partners. | We are working in partnership with our Cambridgeshire and Peterborough ICS partner organisations to commission and roll this programme out starting with members of the Board. | Roll out to begin once fully agreed in the ICS. | April 2024 | Deputy CEO / Director of Workforce |
| 2. We will change how we refer to staff from culturally diverse backgrounds and use the tram culturally diverse and no longer use the term BAME (as requested by our cultural diversity network) NB BAME continues to be used nationally within the WRES reports. | Our staff network has adopted a new name (Cultural Diversity Network) and our People Participation Committee has begun to use the new terminology. | New terminology will be used in all internal reports and communications.  Reference to BAME will only be used if reflecting a national ask which uses the terminology and it cannot be avoided e.g.in Staff Opinion survey and WRES reporting template. | Sept 2023 | Chair of People Participation Committee and all report authors and the communication team. |
| 3. We will align our internal actions to the 6 high impact Diversity and Inclusion actions published nationally | Work has begun to align and allocate executive leads for each high impact action. | Leads to embed EDI activity and maintain our action plan to record this whilst minimising any duplication with other EDI related actions. | In Line with national time scales. | Trust Executive Team |
| 4.We will implement the workforce action of our 2023/24 Anti Racism Plan | We have 3 workforce actions in our anti racism plan.  2023/24  1.Implement the ‘No More Tick Boxes’ action plan to remove any discrimination from recruitment processes including embedding Black or Asian representation on all interview panels  2.Deliver our actions detailed in our stretch diversity action plan for 23/24  To reduce the Under-representation of Black, Asian and minority ethnic staff in pay bands 6, 7 and 8a, as a percentage of overall staff in those pay bands, to reflect the proportion who are in the current workforce. This is a target of 13.2% of staff in these bands to be from a BAME heritage by March 2025.  3.Actively support our current Staff networks to thrive; particularly our Cultural Diversity Network, which is pertinent to this plan, and to develop new staff networks as required | Cultural Diverse interview panels mandatory from April 2023 and ongoing review to further embed and, in particular, to ensure all appointing mangers understand why this is introduced.  Relaunch this with supporting information as part of Black History Month 2023  Facilitate as “all things Diversity and Inclusion” session at our leadership forum in late 2023.   * diversity and inclusion of our workforce by:   + Reviewing, updating, and re-sharing our cultural awareness information   + Continue to promote and support “See Me First Champions”. * Actively participate in the planned D&I work of our ICS partners for 2022/23 and with our Cultural Diversity Network to identify and share opportunities for development. * Providing training & development opportunities on the Training & Education intranet pages, including a BAME staff specific list of opportunities. * Continue to work with the Cultural Diversity staff network to learn from their experiences. * Promote positive staff stories to highlight the benefits of recruiting, developing and retaining a diverse workforce. * Promote, attract and retain allies from non-Black, Asian and minority ethnic staff groups to support the Cultural and Diversity Network. * True allyship session included in Chrysalis Leadership Programme, participants are also asked to take on Diversity mentoring as part of their own development.   Modernising Recruitment:   * Implementing the CCS action plan following review of No More Tick Boxes and If Your Face Fits. Including mandatory diverse recruitment panels. * More in depth review of our recruitment data to better understand and develop actions to improve internal recruitment and promotion of Black, Asian, and minority ethnic staff.   Identifying and Developing Talent:   * All Black, Asian, and minority ethnic staff offered a career coaching session once a year. * Commission and promotion of Stepping Up programme to all Black, Asian and minority ethnic staff. * Commission and promotion of Springboard to all Black, Asian and minority ethnic staff in bands 1-4. * Wider review of Trust wide Talent Management.   4 staff networks are established. The Chairs are presenting their staff story to the trust board at the AGM on 27 September 2023.  The Culturally diverse network chair has co-produced actions planned to re-launch and embed culturally diverse interview panels.  The Disability and Long-Term Conditions network will work in partnership with the HR team to develop a stand-alone Disability Leave guidance document. | Position as at end July 2023 culturally diverse staff %   * Band 6                  10.8% * Band 7                  11.5% * Band 8a                 8.2%   On going. | Deputy CEO / Director of Workforce  Deputy Director of Workforce and Network Chairs |

**Priority 2** Talent and Career Development

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| **Objective** | **Current position** | **Action** | **Time scale** | **Lead** |
| We will take positive action to ensure that all staff believe they have an equal opportunity for career progression or promotion, including continuing to embed a fair, non-biased recruitment, including promotion, culture. | During 2023 we are rolling out the offer to all cultural diverse (none-white British) staff, an additional career conversation to seek to address the issues behind the disparity reported in our 2022 staff survey on the experience of satff in the equity in career development and progression . | Roll out this offer , learning and adapting as required .  Gather and theme feedback and action learning.  Support satff to access development opportunities | April 2024 | Deputy CEO/Workforce Director and Workforce Team |
| We will complete the implementation of our actions to eliminate bias in our recruitment and onboarding processes. (No More Tick Boxes) | See point 4 above |  |  |  |

**Priority 3** Protection of staff from harassment and abuse from patients, public and colleagues

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| **Objective** | **Current position** | **Action** | **Time scale** | **Lead** |
| 1.We will implement the workforce action of our 2023/24 Anti Racism Plan | See above |  |  |  |
| 1. We will continue to act to meet our Diversity Stretch Targets | See above |  |  |  |

In addition, we will continue with a actions initiated in 2022/23 to strengthen our response to any act of violence or aggression/ bullying and harassment from service users against our staff. To focus on:

* + Reducing Incidents that occur.
  + Encouraging colleagues to report incidents if they do occur.
  + Build on support available to staff if this does occur.