

Workforce Race Equality Standards (WRES)			
ACTION PLAN			
Date of Last Update: 4 May 2016 (with updated Standards from April 2016)			
Indicator	WRES Indicators for each of the indicators compare white and BME Staff	CCS Gap	CCS Action & Lead
1	Percentage of staff in each of the AfC bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.	The Trust scores well on this indicator for clinical staff especially in relation to our Medical and Dental staff.	Ongoing active promotion of senior roles to BME staff and support for leadership development (AS). 25.04.2016: Ongoing. Regular monitoring of staff in post data against relevant Census data is undertaken and reviewed on a quarterly basis. 04.05.2016: To set up mentorship for any BME member of staff who wants this.
2	Relative likelihood of staff being recruited from shortlisting across all posts.	Non-white staff are less likely to be offered a post at interview.	Detailed analysis undertaken with our third party provider and data verified. 06.10.2015: Training team and TG to review e-learning in 'Unconscious Bias' to be included in Recruitment Training (AS / LT). 19.01.2016: Executive team signed up to UBT becoming part of mandatory E and D training. TG and AS working with e-learning provider to implement May 2016. AND all interviewers to have undertaken this before taking part in recruitment activity from July 2016 onwards.
3	Relative likelihood of staff entering the formal disciplinary process as measured by entry into a formal disciplinary Investigation Note. The indicator will be based on data from a two year rolling average of the current year and the previous year.	BME staff % in a formal disciplinary process is higher than white staff.	* Review of individual cases by HR team * Consider any 'cultural norms' which may impact and upskill managers and HR staff * Review our Cultural Awareness training offered (LT / AS) 06.10.2015: Ongoing review to date no themes identified, however cultural awareness information to be reviewed and issued to staff May 2016. 25.04.2016: Workforce team has sourced information and TG to arrange launch publically and circulation by 31st May 2016.
4	Relative likelihood of staff accessing non mandatory training and CPD.	Data available via ESR but not easily accessible although training booked via our third party provider for some training is reported by protected characteristics.	25.04.2016: Training and Education teams to introduce E & D monitoring for training bookings in 2016.
	National NHS Staff Survey Findings - For each of the four staff survey indicators, compares the outcomes of the response for white and BME staff.		
5	KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.	Increase seen in 2015 Staff Survey in relation to BME staff.	Continue to action for all staff as part of SOS Action Plan. 06.10.2015: Next review once 2015 SOS data available. April 2016: Action identified within 2015 Staff Survey Improvement Plan in relation to this area (See SOS Action Plan for full details). 04.05.2016: Diversity Networks being established at both a Trust wide level and within our Luton locality. Comms Cascade used to share posters and re-emphasise the Trust's commitment to zero tolerance. Focus groups of staff being set up. Review of signage and contents of appointment letters to reduce service user frustration at not finding clinics, etc.
6	KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.	Staff survey results reveal that reported levels of bullying, although low, are still a concern.	HR team to continue to support all formal complaints.
7	KF27. Percentage believing that the Trust provides equal opportunities for career progression or promotion.	Staff survey results show BME staff have equal access to career progression as all other protected groups.	A review of internal promotions to take place initially (RM / LT). 06.10.2015: Group agreed to use the definition for promotion being 'anyone changing band internally' and this data will be reviewed in quarter 2 data. April 2016: Trust is going to offer mentoring to all BME staff who wish to take this up to support them in their career aspirations. Mentoring to be offered to BME staff to support and encourage career aspirations.
8	Q217. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager / team leader or other colleagues	Highest incidence appears to be reported in the admin and clerical occupational group.	Links to Indicator 6 and review of HR cases, promotions and equal opportunities (LT). 06.10.2015: Next review once 2015 SOS data available. April 2016: Trust will re-launch its E&D training when Unconscious Bias is included by June 2016 and will promote our zero tolerance position and sign post staff to available support.
	Board Representation Indicator For this indicator compare the difference for white and BME staff	The Trust Board is not representative of the population.	
9	Percentage difference between the organisation's Board voting membership and its overall workforce. Note: Only voting members of the Board should be included when considering this indicator.	The Trust Board is not representative of the population.	Further review of action by Taff Gidi, Assistant Director of Corporate Governance and Trust E & D Lead (TG). 06.10.2015: Taff Gidi will lead on work to promote NED positions. 25.04.2016: Vacant NED post to be re-advertised and community groups to be contacted to attract potential BME applicants. Localised advertising will also be put in place and contact made, where possible, with Community Leaders.