

## WORKFORCE RACE EQUALITY STANDARD ACTION PLAN (2022/23)

Metric Number	Standard	Narrative	Actions	Timescales
1	<b>Percentage of staff in each of the Agenda for Change Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.</b>	The Trust wide profile for BME workforce increased by 1.6% to a total headcount of 649 people – with the majority across the clinical (Agenda for Change) and medical workforce. Data demonstrates that there is a positive trend improvement across clinical (AfC and Medical) in terms of the percentage of BME staff. Data does demonstrate there is still work to improve the diversity of senior positions across both clinical and non-clinical roles.	Ensure the review of targeted marketing of employment opportunities is completed as part of implementation for Trac to increase diversity across all levels.	November 2023
			Implementation of a second phase of the Your Future Your Way programme as a positive action career development programme for Nursing, Midwifery and AHP colleagues.	August 2023
			Implementation of an Equality and Diversity Representative pilot within Medical Leadership recruitment to support increased diversity in the Medical Cabinet.	November 2023
			Implementation of an ethnicity pay gap report which is triangulated against gender and other protected characteristics (where applicable).	March 2024
			Implementation of the Mend the Gap review recommendations for medical staff, applying lessons learned to all very senior manager grades.	March 2024

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			Development of an internal EDI dashboard to support real-time monitoring of information (percentages declared), at local level.	December 2023
			Implementation of the North West BAME Assembly Anti-Racist Organisation Framework. With attainment of Bronze by March 2024, working toward Silver and Gold with year-on-year measures and improvements.	August 2023
2	Relative likelihood of staff being appointed from shortlisting across all posts.	The relative likelihood of White staff being appointed from shortlisting compared to BME staff was <b>1.85</b> .	Review of Recruitment and Selection training to support managers competency in inclusive recruitment practices.	July 2023
		This indicates BME candidates are less likely to be appointed compared to White candidates.	Identify opportunities to work in partnership with local voluntary, community, faith and social enterprises to increase employability opportunities and support across the local boroughs.	March 2025
3	Relative likelihood of staff entering the formal disciplinary process as measured by entry into a formal disciplinary investigation.	The relative likelihood of BME staff entering the formal disciplinary process compared to White staff was <b>0.79</b> .	Engagement between the Multi-Ethnic Staff Network / other Staff Networks and the HR Business Partnering Team on the development of Trust policies and procedures – including disciplinary, MHPS and supporting attendance.	December 2024
		This indicates that BME staff are less likely to enter the	Introduce Staff Network representatives as part of the workforce policies and procedures working group, ensuring lived experience supported policy development.	July 2023

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		formal disciplinary proceeding compared to White staff.	Continue to increase management capability regarding informal steps of the policy. This includes investment in investigating officer training, mediation services and the formation of the network and triangulation of cases through a Freedom to Speak Up lens.	December 2024
			Annual equality reporting of employee relations cases to ensure management and oversight of disproportionate impact is identified and actioned as required.	March 2024
4	<b>Relative likelihood of staff accessing non-mandatory training and CPD.</b>	The relative likelihood of BME staff accessing non-mandatory training and CPD compared to White staff was <b>0.97</b> .	Development of an inclusive talent management framework to support career progression, monitored via the National Education and Training Survey.	December 2024
		This indicates that BME staff are more likely to access non-mandatory training or CPD in comparison to White staff. It is noted there has been no change in access for 2022/23 compared with 2021/22.	Introduce datasets to collate and review CPD funding pots by protected characteristic, including race to identify gaps in access to Trust wide funding.	March 2024

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5-8	<b>Staff Survey questions associated with:</b> <ul style="list-style-type: none"> <li>• <b>Harassment, bullying or abuse from patients, managers and other colleagues</b></li> <li>• <b>Equality of access to career progression</b></li> <li>• <b>Personally experiencing discrimination at work from manager/ team leader or other colleagues</b></li> </ul>	<p>Data demonstrates that there has been an improvement in staff experiencing harassment, bullying or abuse from patients however a deterioration in staff experiences harassment, bullying or abuse from other colleagues and managers. There is also work to be completed to improve the percentage of BME staff believing that the organisation provides equal opportunities for career progression or promotion in comparison to White staff.</p>	<p>Embedding new processes into Freedom to Speak Up to increase recording of equality and diversity information. Working in conjunction with the Multi-Ethnic Staff Network and HR Business Partnering Team to increase reporting of incidents.</p>	November 2023
			<p>Annual review of Freedom to Speak Up equality and diversity information by the Freedom to Speak Up Guardian and Head of Workforce EDI to identify any disproportionate gaps in information.</p>	March 2024
			<p>Analysis of reported incidents on DATIX, including measures to ensure that where incidents are reported, comprehensive psychological support is provided for all individuals.</p>	March 2024
			<p>Review of Staff Survey data for 2023, applying reduction targets for staff from a Black, Asian and minority ethnic background who experience bullying, harassment, discrimination and violence.</p>	March 2024
			<p>Develop listening workshops to gather qualitative information from staff across all races to identify areas for improvement based on the Staff Survey 2022 results.</p>	July 2023
			<p>Develop and embed personalised equality and diversity related objectives for Executive Board members appraisals, to commence from financial year 2023/24.</p>	October 2023

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			Develop and embed a series of equality, diversity and inclusion related objectives for all staff to be featured as part of the updated appraisal process.	December 2023
			Implementation of a cultural awareness programme for all line managers of internationally recruited staff to embed psychological safety.	September 2024
			Introduce an executive sponsor as part of the Multi-Ethnic Staff Network to support and champion the networks progress whilst acting as an ally for the network at board level.	September 2023
9	<b>Percentage difference between the organisation's Board voting membership and its overall workforce.</b>	<p>Data demonstrates that there has been a 1% decrease in the percentage difference between the Board membership and the overall workforce.</p> <p>It is noted that at time of reporting the Board make up was 16 people in comparison to 2021/22 at 17.</p>	Development of a series of board related EDI training and development programmes, including anti-racism, cultural appreciation, analysis and competency across all characteristics.	Review to be completed annually from March 2024
			Implementation of an insourced Reciprocal Mentoring programme to commence between executive members, senior and aspiring leaders representing all characteristics.	January 2024
			Continued participation in the NHS Leadership Academy Shadow Board programme to support aspiring leaders in their development, supporting diversity in preparedness for Trust Board level engagement.	June 2023

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			Review of executive recruitment resources through an inclusive lens, to ensure that the Trust's commitment to inclusivity is recognised by diverse candidates.	June 2024
			Review of future board and very senior manager (VSM) grade job descriptions to ensure that a demonstration of understanding for race equality and equality, diversity and inclusion is considered an essential criterion.	September 2023