

## Workforce Race and Disability Standards Joint Action Plan 2022

@ 27 Oct 2022

Indicator	Performance	Action to be taken	WRES	WDES	Other PCs	Responsibility	Timescale
WRES 1 and 2 WDES 1 and 2  Workforce representation and recruitment performance	(1=parity) WRES: 1.52 WDES: 1.37	Following review of recruitment policy, procedures and training in 2020 and 2021 (following the NHS People Plan), quarterly monitoring of performance (including trends) to be introduced, including compliance with the requirement for diverse recruitment panels; and policies and procedures to be kept under review, in line with the People Strategy.	YES	YES	YES	Heads of Recruitment	January 2023
WRES 7 WDES 5  % of staff believing their organisation provides equal opportunities for career progression or promotion	43.4% BAME 56.5% White  51.7% Disabled 53.7% Non-Disab.	De-biasing recruitment training to be targeted to priority participants (frequent recruiters, HR&OD staff, and areas of concern)  Recruitment training (including ED aspects) to be made mandatory, and monitored as part of Stat/Man reporting.	YES	YES	YES	Heads of Recruitment	Current
			YES	YES	YES	Heads of Recruitment, Equality and Inclusion, and Organisational Development	February 2023

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		Training for Diverse Recruitment Panel members to be designed/ commissioned	YES	Plan	Plan	Heads of Recruitment, and E&I	February 2023
		Positive action programmes to be investigated and delivered to encourage and enable more BAME, disabled, other minority, and female staff to apply and progress.	YES	YES	YES	Heads of Recruitment and Head of Equality and Inclusion	January 2023
		Continue to promote ICB-led mentoring programme to BAME, LGBTQI and Female staff who are eligible for it.	YES	Not yet	YES	Head of Equality and Inclusion and Network Chairs	Current
		Investigate and implement more local mentoring and coaching.	YES	YES	YES	Head of OD and Head of E&I	March 2023

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WDES 8 % of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	WDES 8 65.3%	Review reasonable adjustment procedure to be stand-alone procedure; and commission or deliver training for managers to improve competence around making adjustments for disabled staff.	NO	YES	NO	Head of Equality and Inclusion and Head of Employee Relations	December 2022
WDES 6 % of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	WDES 6 37.2% Disabled 29.8% Non-Disab.	Introduce Disability and Health Passports for staff, based on the NHSE/I model	NO	NO	NO	Head of Equality and Inclusion and Occupational Health Manager	March 2023

Indicator	Performance	Action to be taken	WRES	WDES	Other PCs	Responsibility	Timescale
WRES 3 Relative likelihood of staff entering the formal disciplinary process	WRES 3 (1=parity) 0.8	Introduce quarterly demographic monitoring of complaints and grievances	YES	YES	YES	Head of Employee Relations	January 2023
	WDES 3 (1=parity) 1.53	Develop a procedure on pre-disciplinary processes, to include equality analysis	YES	YES	YES	Head of Employee Relations	February 2023
WDES 3 Relative likelihood of being in capability procedures	WRES and WDES 3 do not measure grievances or complaints	Review management training on handling employee relations matters, and utilise trained mediators; training to include requirements on timely feedback and the use of internal conflict resolution procedures	YES	YES	YES	Head of Employee Relations	March 2023
WDES 6 .		Development of role descriptions and competencies for Equality ambassadors across the Trust.	YES	YES	YES	Head of Equality and Inclusion	January 2023
		Communication to all managers to ensure they maintain responsibility for employee relations considerations, with managers using HR for professional advice, not intervention	YES	YES	YES	Head of Employee Relations	December 2022

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WRES 4 Relative likelihood of staff accessing non-mandatory training and CPD	(Parity= 1) 1.05  Although performance is traditionally good on this indicator, staff feedback on accessing training is patchy.	Review work from 2020 and 2021 to improve Talent Management, linking development to appraisal and assessing readiness to progress.	YES	YES	YES	Head of Organisational Development	March 2023
		Link to and promote ICB Mentoring and career progression programmes programme.	YES	Not yet	?	Head of OD and Head of E&I	Current
		Review internal coaching and mentoring capacity	YES	YES	YES	Head of Organisational Development	March 2023
		Review and improve the quality of Career Conversations with nursing staff	YES	YES	YES	Nurse Education	March 2023
		Review and improve the quality of Stay Conversations and exit interviews	YES	YES	YES	Deputy Director of HR&OD	March 2023

Indicator	Performance	Action to be taken	WRES	WDES	Other PCs	Responsibility	Timescale
WRES 5, 6 and 8 WDES 4a and 4b  Experience of harassment and bullying	WRES deterioration and widening gap on all scores	Review, update and relaunch the Trust's Just Culture work, including civility and respect	YES	YES	YES	Head of Culture and Engagement, Head of E&I	January 2023
	WDES deterioration in relation to: patients/ service users, their relatives or other members of the public; and colleagues.	Commission a comprehensive equality, diversity and inclusion training to be a mandatory requirement for all managers and team leaders.	YES	YES	YES	Head of Equality and Inclusion	January 2023
	Improvement in relation to managers, but still at 21.4%	Ensure there is a rollout plan for EDI manager training, to be profiled and monitored through Statutory/Mandatory Training Group	YES	YES	YES	Head of Organisational Development	January 2023
	Disabled staff's reporting incidents when they experience them is at 52.3% (ideal would be 100%)	Further promotion of the Freedom to Speak Up strategy and reporting, and ensuring that activity integrates with our work with our networks and the NHS People Plan to address concerns related to diversity and inclusion	YES	YES	YES	FTSU Guardian	Current
		Delivery of dealing with violence and aggression training for frontline staff.	YES	YES	YES	Head of Security (existing work)	Current

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WDES 7 % of staff saying they feel their work is valued	31.3% Disabled 40.2% Non-Disab.	Development of a staff network for staff who are disabled, neurodiverse, or living with a long term limiting condition, in order to increase their voice and visibility.	NO	YES	NO	Head of Equality and Inclusion	December 2022
WDES 9 Engagement Score	6.2 (max is 10)	Assess and progress Disability Confident to Level 2 in 2023, and Level 3 in 2024  Introduction of Disability and Health Passport (details as above)	NO	YES	NO	Heads of Resourcing	Assess January Progress June 2023