

Workforce Race Equality Standard (WRES) Action Plan October 2022

Key Action	Deadline	How Will we Measure Success?	WRES Metric(s)
Review workforce data by ethnicity, clinical, non-clinical pay bands, divisions and professional groups.	Nov-22	Quantative data to be shared via Annual ED&I Report. Year-on-year progress to be reviewed.	1, 6.
Raise awareness of WRES metrics by creating and distributing infographic posters to be shared with Staff Networks, Staff Side, and with staff in their departments.	Dec-22	Increased awareness of the Trust's position.	All.
Continue to roll out cultural awareness training to identified areas to educate employees on diversity and inclusion, discrimination, unconscious bias, microaggressions and empathy.	Jul-23	Attendance at sessions. Reduction in employee relations cases related to discrimination in these areas.	2, 3, 5, 6, 7, 8.
Roll out phase two of the Above Difference Cultural Intelligence Programme for senior managers.	Mar-23	Attendance at sessions. Improved cultural intelligence demonstrated at a senior level.	2, 3, 5, 7, 8.
Incorporate ED&I introduction into Trust induction to promote ED&I agenda and staff networks.	Nov-22	Increased staff network engagement.	5, 6, 8.
Continue to engage with the BAME Network (and other staff networks) to support the implementation of inclusive recruitment practices.	Mar-23	Improved shortlisting of BAME colleagues. Improved staff survey scores in questions related to discrimination.	2.
Strengthen governance of staff networks by implementing an agreed framework for network leadership/operation and enhancing monthly meetings with the Employee Relations Team.	Jan-22	Increased engagement with staff networks. Full leadership recruitment within each network.	7, 8.
Implement a staff network for international nurses to support, and give a voice to those who have recently moved to the UK to commence employment with the Trust.	Feb-23	Network to be up and running with elected leadership.	All.
Incorporate FTSU Champion role into Staff Network Vice Chair Role.	Mar-23	FTSU Champion within each network.	4.
Implement a new Talent Management Programme as part of The MKWay, ensuring visibility and access for BAME colleagues.	Jun-23	Increased BAME representation in senior bands/roles. Improved CPD metrics.	7.
ED&I Lead to Attend WRES Programme.	Oct-23	Improved implementation of WRES framework across the Trust.	All.