

Workforce Race Equality Standard (WRES) Action Plan October 2023

Key Action	Deadline	How Will we Measure Success?	WRES Metric(s)
Continue to regularly review workforce data by ethnicity, clinical, non-clinical pay bands, divisions and professional groups.	Nov-23	Quantative data to be shared via Annual ED&I Report. Year-on-year progress to be reviewed.	1, 6.
Conduct employee census to ensure employee data on ESR is up to date, incl. ethnicity data.	Nov-23	Reduction in unknown ethnicity statuses within employee data.	1.
Continue to 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-23	Increased awareness of the Trust's position.	All.
Development of East of England Anti-Racism Pledge communications campaign to promote the pledge across all Trust departments.	Dec-23	Increased awareness of the EoE Anti-Racism Pledge.	5, 6, 7, 8.
Continue roll out of phase two of the Above Difference Cultural Intelligence Programme for senior managers.	Mar-24	Attendance at sessions. Improved cultural intelligence demonstrated at a senior level.	2, 3, 5, 7, 8.
Development of Behaviours Policy and Procedure to incorporate the Trust's Behaviours Framework in addition to outlining the responsibilities of all employees to challenge poor behaviour and specific statements re racism, homophobia, transphobia, sexism, ableism etc.	Mar-24	Reduction in discrimination, bullying, harassment against BAME colleagues. Increase in incidents being reported.	5, 6, 7, 8.
Development and roll-out of values-based recruitment programme and inclusive recruitment practices.	Mar-24	Improved shortlisting of BAME colleagues. Improved staff survey scores in questions related to discrimination.	2.
Implement a staff network for international nurses to support those who have recently moved to the UK to commence employment.	Dec-23	Network to be up and running with elected leadership.	All.
Development of guidance for clinical teams on how to manage racism from patients/service users and relatives.	Jan-24	Reduction in discrimination, bullying, harassment against BAME colleagues. Increase in incidents being reported.	5, 6, 7, 8.
Implement a new Talent Management Programme as part of The MKWay, ensuring visibility and access for BAME colleagues.	Mar-24	Increased BAME representation in senior bands/roles. Improved CPD metrics.	7.
Undertake self-assessment of Trust against NHS ED&I Improvement Plan 6 High Impact Actions with development of an action plan.	Dec-23	Detailed action plan developed.	All.