

WORKFORCE RACE EQUALITY STANDARD ACTION PLAN 2019/20
 Action Plan to be monitored by Equality Diversity Group

Ref	Area	Objectives	Actions	Desired Outcome	Action due date	Person Responsible	Progress against KPI/Target	Status
1	Reporting of ethnicity	To increase % of staff reporting their ethnicity	Launch campaign to encourage staff to update their personal information on ESR	Campaign completed and staff aware of ability to update ESR	Oct-19	HR, HR Systems and Comms Team		
2	Shortlisting of candidates	To increase likelihood indicator of BME employees being appointed following shortlisting	Review different recruitment methods and advertising to develop action plan.	Improve recruitment methods and effective advertising	Oct-19	Head of Recruitment		
3			Complete action plan (action 2)		Mar-20			
4	Discrimination from manager or colleagues	To reduce the percentage of BME employees	BAME Group to hold a Diversity Day to highlight the diverse workforce the Trust has and what this brings to the organisation.	Well attended event with feedback received	Oct 19	Chair of BAME Group		

Ref	Area	Objectives	Actions	Desired Outcome	Action due date	Person Responsible	Progress against KPI/Target	Status
5		experience discrimination from their manager or colleague	BAME Group to plan an event in 2020 to celebrate BAME staff and the contribution they bring to the organisation with external speakers	Well attended event with good engagement and feedback	Mar 20	Chair of BAME Group		
6			BAME Group Chair to set up a network with other local BAME Groups e.g. Borough Council, Police	Establish links with local BAME networks with a view to sharing information and ideas	Mar 19	BME Committee Lead/Head of the Academy		
7	Equal opportunities for career progression and promotion	To increase % of BME staff who believe there are equal opportunities for career progression and promotion	Task group to formulate and roll out proposals to support career progression	Ensure staff are aware of progression opportunities and that managers provide the necessary support	Jan-18	Head of Academy/ Head of Recruitment		
8			Support managers to recognise talented staff and develop them		Feb 20	OD Lead		
9			Target recruitment for board positions (Executive or Non-Executive Director) to BME networks, communities and groups to increase BME applications (best person for role will be appointed).	Current score for BME staff 68%	improve gap between white and BME staff (83%white)	When appropriate	HR Director	