

WORKFORCE RACE EQUALITY STANDARD ACTION PLAN 2018/19
 Action Plan to be monitored by Equality Diversity Group

Ref	Area	Objectives	Actions	Desired Outcome Including KPI	Action due date	Person Responsible	Progress against KPI/Target	Status
1	Reporting of ethnicity	To increase % of staff reporting their ethnicity	Options and proposals to be considered when planning ESR self service To analyse data re BME career progression and include n the Workforce report	Current score 90% target 93%	Mar-18	HR Systems Team		
2	Shortlisting of candidates	To increase likelihood indicator of BME employees being appointed following shortlisting	Complete a 6 month review the new training package for recruiting managers on diversity, culture and bias and its effectiveness.	Current indicator is 1.32 (reduced from 1.67). Improve by 0.2	Dec-18	Head of Recruitment		
3	Discrimination from manager or colleagues	To reduce the percentage of BME employees experience discrimination from their manager or colleague	HR to advertise for a willing member of staff to lead a BME Committee	Improve the percentage for BME staff (currently 11.35%)	Aug-18	HR E&D Lead		
4			BME Committee to be formed, (with membership from partner organisations e.g. SCCG to be invited) led by a member of staff who will attend the E&D Group. (Feedback from Birmingham and other Trusts that committee is only successful if run by BME staff not Corporate or HR)		Nov-18	BME Committee Lead		

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5			BME Committee chair to discuss and agree with the E&D Group on support is required		on-going	BME Committee Lead		
6			BME Committee to set up a network programme of work to engage and consult with local communities		Feb-19	BME Committee Lead/Head of the Academy		
7			For the Equality and Diversity Group to consider learning from Torbay and South Devon NHS Trust re Discrimination Champions		Dec-18	Equality and Diversity Group		
8			For the Trust Equality and Diversity Training to be reviewed and updated		Feb-19	Director of Governance and Assurance/Head of the Academy		
9	Harassment, bullying and abuse from patients, relatives or the public	To reduce the percentage of BME and all staff experiencing this	For the Never OK campaign in 2016 to be reviewed and updated and re-launched	Improve the percentage for BME staff (currently 32.28%) and white staff (currently 31.89%)	Dec-18	Associate Director of Strategy		
10	Equal opportunities for career progression and promotion	To increase % of BME staff who believe there are equal	Academy to ensure BME staff are booked on all leadership and development courses	Current score for BME staff 76.47%	Jan-18	Head of Academy		

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11		opportunities for career progression and promotion	If there is an opportunity to recruit to a board position (Executive or Non-Executive Director) that recruitment process is reviewed to increase BME applications (best person for role will be appointed).	improve gap between white and BME start (86.17%white)	When appropriate	HR Director		