

## Workforce Race Equality Standard Action Plan 1<sup>st</sup> August 2022 – 31<sup>th</sup> July 2023

### Background

This document was prepared to support the organisation to address the issues raised by the Workforce Race Equality Standard but also incorporates the actions identified as part of the Model Employer Goals, the Race Disparity Ratio and the Trusts Inclusion & Health Inequalities and People Strategies. It has taken the issues raised and set out how we will address and / or monitor them. It is split into two parts the actions for this year and part two details the longer term actions from the aforementioned action plans.

### Action Plan

#### KEY (Change status)

- 1 Recommendation agreed but not yet actioned
- 2 Action in progress
- 3 Recommendation fully implemented

### Part 1 – Actions for 2022/23

	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence	In Model Employer Plan	In Race Disparity Ratio Plan
<b>Aim: To increase awareness of issues faced by BAME staff in the trust</b>								

1	Generate and analyse training reports for staff that access non-mandatory training (including the introduction of apprenticeships) who identify as Black and Minority Ethnic (BME) compared to White staff. This will act as a safeguard to ensuring development is encouraged at all levels, in line with both WRES and the Widening Participation Agenda, and the Trust's leadership model.	July 2023	Head of Learning and OD	<i>Carried over action from 2021/22 plan</i>			No	No
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**Aim: To increase the number of BAME people recruited to the trust to improve the proportion of BAME staff employed**

2	<p>Increase BME staff numbers to represent community BAME levels by:</p> <ul style="list-style-type: none"> <li>• <i>Implement Cultural awareness training to include the subject of unconscious bias (reworded from 21/22)</i></li> <li>• <i>Identifying areas of underrepresentation to target recruitment to posts (reworded from 21/22)</i></li> <li>• <i>Introduce wider recruitment initiatives outside NHS Jobs to attract a higher BME application rate through liaison with multi-cultural groups in Wirral and other localities using staff network (reworded from 21/22)</i></li> </ul>	June 2023	Head of HR (Wellbeing and Engagement) Head of HR (Workforce Planning and Resourcing) Inclusion & Health Inequalities Lead	<i>Carried over action from 2021/22 plan</i>			Yes	Yes
3	Values-based recruitment review	June 2023	Heads of HR and Head of L&OD	<i>Carried over action from 2021/22 plan</i>			Yes	
4	All directors to have an objective linked to inclusion	June 2023	CEO and Chair	<i>Carried over action from 2021/22 plan</i>			Yes	
5	Inclusion representatives to be trained and included in interviews for roles in identified areas of low representation with power to challenge process and decisions	June 2023	Heads of HR	<i>Carried over action from 2021/22 plan</i>			Yes	Yes

6	Positive action for senior roles (People Plan action) To continue in guaranteed interview scheme for all Band 8a and above							
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Part 2 – Longer Term actions contained within the Model Employer Action Plan and Race Disparity Ratio Plan (as per last 2021/22 plan)

Model Employer Diversity Action Plan								
	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence	In Model Employer Plan	In Race Disparity Ratio Plan
Ensure executive senior managers own the agenda, as part of culture changes in organisations, with improvements in ethnic minority representation and other under-represented groups as part of objectives and appraisal.								
1	Introduce the LJMU racial awareness training for recruiting managers pilot (Band 7+) on cultural competence	June 2023		Sourcing other providers	2		Yes	

Organise talent panels to:

- create a 'database' of individuals by system who are eligible for promotion and development opportunities such as stretch and acting up assignments, which must be advertised to all staff
- agree positive action approaches to filling roles for under-represented groups
- set transparent minimum criteria for candidate selection into talent pools.

2	To use divisional data to show ratio of BAME staff to identify services with low levels of diversity in comparison to trust workforce, and target recruitment for posts by taking positive action and monitoring shortlisted/appointed candidates	June 2023		Information needs to be analysed at divisional level to identify areas. Development required in reporting ability	1		Yes	Yes
3	To develop an Inclusion Talent Pool with ICS colleagues and set transparent minimum criteria ensuring that race and other protected characteristics are considered	June 2025		Awaiting ICS development	5		Yes	Yes

Race Disparity Ratio Action Plan								
	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence	In Model Employer Plan	In Race Disparity Ratio Plan
Staff Development								
4	To develop and implement career conversations for all staff –actively encourage and monitor take up by staff from BAME backgrounds and disability	June 2023		As part of implementation of People Strategy	1		No	Yes
5	Increase promotion of NHS wide programmes and NW Leadership academy programmes e.g. “Stepping up” subject to availability of suitable programmes	June 2023		Awaiting new programme information to be launched summer 2022	5		No	Yes