

Workforce Race Equality Standard Action Plan 1st August 2023 – 31th July 2024

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 NHS People Plan and Promise 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.

Action Plan

KEY (Change status)

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

Part 1 – Actions for 2023/24

	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence
1	Increase membership of the BAME staff network <ul style="list-style-type: none"> • Each member of the network will speak to a colleague to encourage attendance as a new member or ally 	Jan 2024	BAME staff network and executive sponsor			

2	<p>Identifying areas of underrepresentation to target recruitment to posts</p> <p>By roles, community nursing, HVs, therapists, admin and management.</p> <p>Continue wider recruitment initiatives outside NHS Jobs to attract a higher application rate of BME people through liaison with relevant community groups in Wirral/ locality areas</p>	June 2024	<p>Head of HR (Engagement and Wellbeing)</p> <p>Head of HR (Workforce Planning and Resourcing)</p> <p>Inclusion & Health Inequalities Lead</p>			
3	<p>To invite members of the BAME staff network to be part of a task and finish group reporting into the Recruitment and Retention group</p> <p>To be trained for selection panels for roles in identified areas of low representation with power to challenge process and decisions</p> <p>Support reviewing job descriptions and promotional material</p>	<p>October 2023</p> <p>Feb 2024</p>	Head of HR (E&W)			

4	<p>Monitor positive action for senior roles (People Plan action)</p> <p>Report bi annually to PCOG</p> <p>To continue implementation of guaranteed interview scheme for all Band 8a and above</p>	June 2024	Head of HR (E&W) and Head of Inclusion and Health Equality			
5	<p>As part of improving allyship - board attendance at NHS Employers Diversity in Health and Care Partnership Programme</p>	June 2024	Chief People Officer and Chief Nurse			
6	<p>Introduce the cultural awareness training for recruiting managers</p>	October 2023	Head of HR and Head of Inclusion and Health Equality			
7	<p>To identify and incorporate the actions identified in the NHS England Equality Diversity and Inclusion Improvement Plan relating to BME staff</p>	October 2023	Head of HR (E&W)			