

**Workforce Race Equality Standard (WRES)**

**Action Plan 2022-2023**

There are a total of nine indicators that make up the WRES split across Workforce Data, National NHS Staff Survey and Trust Board Representation. These are designed to help us track our progress in tackling any inequalities in the workforce.

Our WRES action plan should be read in conjunction with our [LYPFT People Plan 2021-2024](https://www.leedsandyorkpft.nhs.uk/about-us/our-strategy/our-people-plan/belonging-in-the-nhs/belonging-road-map/) commitments and road map.

 Our WRES actions are presented under the following thematic areas with details of the related WRES indicator.

1

2

3

Valuing our people to improve the care and health outcomes for our service users, carers and communities.

**Workforce Race Equality Standard (WRES) Indicators**

**Workforce indicators - for each of these four workforce indicators, compare the data for white and BME staff**

1. Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by:

• Non-Clinical staff

• Clinical staff - of which

- Non-Medical staff

- Medical and Dental staff

2. Relative likelihood of staff being appointed from shortlisting across all posts

3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

4. Relative likelihood of staff accessing non-mandatory training and CPD

**National NHS Staff Survey indicators (or equivalent) - for each of the four staff survey indicators, compare the outcomes of the responses for white and BME staff**

5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

7. Percentage believing that trust provides equal opportunities for career progression or promotion

8. In the last 12 months have you personally experienced discrimination at work from Manager/team leader or other colleagues

**Board representation indicator- for this indicator, compare the difference for white and BME staff**

9. Percentage difference between the organisations’ Board membership and its overall workforce disaggregated:

By voting membership of the Board and by executive membership of the Board

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| **Theme 1; Representation, Recruitment and Retention- Key Actions****WRES Indicators 1,2 and 9** |
|  **Action** | **Responsibility/Contributors** | **Status Update** | **Timescale** |
| 1.1 | Evaluate the impact of recruitment cultural inclusion ambassadors, respond to the results, and develop a forward delivery plan for future roll-out. | Head of Diversity and Inclusion and recruitment review group. | The Trust established cultural inclusion ambassadors from March 2022 to advise and constructively challenge within recruitment processes and to influence wider culture change. | 30.06.2023 |
| 1.2 | Review recruitment policy and process. Revise recruitment panel training content and process in line with this review. Ensuring sufficient focus on unconscious bias and the responsibility of panel chairs and EDI competency. | Head of Diversity and Inclusion and recruitment review group. | Recruitment review group to be established by January 2023. The review will incorporate action areas where we can improve our inclusive practice with relevant stakeholders and actions incorporated in recruitment panel training. | 30.06.2023 |
| 1.3 | Include representative workforce focus in annual workforce planning data packs and discussions.  | Head of Diversity and Inclusion and Recruitment and Resourcing Manager. | EDI continues to be a focus within workforce planning data packs and meetings with care services. | Ongoing |
| 1.4 | Complete analysis of WRES career progression disparity ratio data and review how we present this to show progress including how to define and report trajectories. | Head of Diversity and Inclusion and Head of People Analytics | Analysis to commence January 2023. | 31.03.2023 |
| **Theme 2; Leadership, Learning and Development**WRES Indicators 2 and 4 |
| **Action** | **Responsibility/Contributors** | **Status Update** | **Timescale** |
| 1.1 | Commence delivery of year 2 Reciprocal Mentoring (RM) programme to give managers greater insights into the experience of diverse (including ethnic minority) colleagues and to support inclusive leadership development of all participants.  | Head of Diversity and Inclusion and Organisational Development Lead. | Year 1 RM programme and evaluation completed.Second cohort recruited and programme embedded within our management and leadership programme offer. | 30.11.2022 |
| 1.2 | Develop and commence delivery year 2 EDI communications and engagement campaign for 2023 with our Workforce Race Equality Network (WREN) and our services. | Head of Diversity and Inclusion, WREN chairs and communications team. | Communications and engagement task group in place. | 01.04.2023 |
| 1.3 | Deliver staff network chair development support, to enhance the development of our race equality staff network and delivery of annual plans aligned to our WRES and People Plan ambitions. | Head of Diversity, staff network chairs and Engagement Team. | Review of staff network support and development processes completed.Revised forward support plan for 2023/24 in development with staff network chairs. | Ongoing |
| 1.4 | Continue to promote opportunities for training, continuous professional development (CPD) and work-based learning, from West Yorkshire and Harrogate System, regional, and national programmes, through internal promotion/communications. | Head of Diversity and Inclusion, WREN staff network and communications team. | Workshops, events and programmes actively promoted as they become available. | Ongoing |
| **Theme 3; People Experience**WRES Indicators 5,6,7 and 8 |
| **Action** | **Responsibility/Contributors** | **Status Update** | **Timescale** |
| 1.1 | Evaluate and review impact and lessons learned from the application of the revised Disciplinary Policy to ensure the working practice is going well. | Head of Diversity and Inclusion and People and HR Team. | In March 2022, the Trust introduced an approach based on early resolution of concerns based on Just and Leaning Culture methodology. The process involves a decision-making checklist in line with “A Model Employer” strategy. We are working on restorative practice solutions for all cases. | 30.07.2023 |
| 1.2 | Evaluate the impact of disciplinary cultural inclusion ambassadors, respond to the results, and develop a forward delivery plan for future roll-out. | Head of Diversity and Inclusion and People and HR Team. | The Trust has established cultural inclusion ambassadors from March 2022 to advise and constructively challenge within disciplinary decision-making group processes and to influence wider culture change. | 30.07.2023 |
| 1.3 | Review hate crime reporting and support pilot.  | Head of Diversity and Inclusion and Reducing Violence and Aggression group. | A review of hate crime reporting processes was undertaken in 2022 and actions incorporated within the Reducing Violence and Aggression work-stream areas. A hate crime reporting pilot working with forensic wards and the West Yorkshire Police commenced in July 2022 to inform the reporting and support processes. The impact and effectiveness of the pilot process will be monitored and evaluated and inform the development of Trust-wide approach and associated guidance. | 30.09.2023 |