WRES data 2021-2022 Action plan for 2022-2023

WRES indicator	2019-2020 data	2020-2021 data	2021-2022 GSTT +RBH	2022-2023 action planning	Timescale/RAG
2.Relative likelihood of white staff being appointed from shortlisting	1.45	1.5	1.6 ⬆	1. External review and evaluation of end to end recruitment process including evaluation of diverse panels. 2. Set up, measure and evaluate diverse shortlisting with a view to roll out in phases 3. hiring managers to be supported to conduct inclusive recruitment campaigns 4. Embed written developmental feedback to all unsuccessful black and ethnic minority candidates 5. Visibility and alignment with Model employer goals.	**Feb 23** **April 23** **April 23** **Feb 23**
3. Indicator 3 Relative likelihood of BME staff entering the formal disciplinary process	2.8 77 staff	4.15 44 staff	3.23 87 staff ⬇	1. launch new People Managers programme to support the development of managers; core modules on managing teams inclusively and psychological safety 2. Increasing numbers of trained staff on facilitated conversations and conflict resolution within areas 3. Greater capacity within mediation service to provide early local support 4. Monitor and analyse data to develop preventative measures 5. Developing a framework across all disciplines that is consistent with JC principles	**Oct 22** **Dec 22** **Dec 22** **Oct 22**
4. likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	0.95	0.97	1.32 ⬆	1. Participation data (qualitative and quantitative) to be used to develop and analyse effective communications, selection process and access to training. 2. To create electronic study leave form on the new LMS to enable analysis of data prior to line management approval. 3. Robust data alongside workforce intelligence data will enable closer look at trends, courses, depts. Against protected characteristics etc.	**Dec 22** **Dec 22** **Feb 23**
5. % of staff experiencing bullying,	24%	24%	BME 26%	1. Clear visible messaging about anti-racism and discrimination free environment, inc zero tolerance approach to racism, discrimination and abuse	**April 23**

harassment or abuse from patients, relatives or the public in the last year		White 30%	White 29% ⬆	2. Empowering staff to call out negative/bullying behaviour –Allyship 3. Roll out Active bystander workshops /speaking out culture	Ongoing Ongoing
6. % of staff experiencing harassment, bullying or abuse from staff in the last year	27%	28% White 26%	BME 27% White 26% ⬇	1. Advancing the recognition, understanding and impact of racism and discrimination within teams 2. Improve Cultural competence, knowledge of micro aggression and removing bias 3. Advance cultural competence through sustained uptake of Reverse mentoring programme, embedding recommendations from external evaluation 4. Supporting staff through time of uncertainty and its impact on health and wellbeing. 5. Increase visibility of Inclusion Agents in all areas, championing EDI best practice. 6. Speaking up, active bystander and taking action clearer escalation routes for raising concerns	Ongoing Ongoing Jan 23 new cohort Ongoing Ongoing Ongoing
7. % of staff believing that the Trust provides equal opportunities for career progression or promotion	66%	62% White 84%	BME 45% White 61% ⬆	1. Introduction of a suite of Accredited Leadership & Talent Programmes utilising the Apprenticeship Levy, 2. Creating a "one stop shop" Careers Hub on the new Learning Management System which will provide enhanced career support and resources and enable everyone in the organisation to take control and help shape their career. 3. Introducing Career mentors that leverage our staff expertise to inspire and support our staff, develop potential and build networks. 4. Working as an early adopter site for the national NHSEI Scope for Growth career conversation tool 5. Make all acting up and secondment opportunities available to all via TRAC 6. Monitor promotion/recruitment against the aspirational model employer goals.	Oct 22 June 23 June 23 Jan 23 April 23 April 23
8. In the last year have you personally experienced discrimination at work from your manager, team leader or other colleagues	15%	17% White 9%	BME 18% White 9% ⬆	1. Increase and improve zero tolerance messaging. 2. Supporting staff in effective de-escalation (local resolution/ active bystander tools) 3. Delivering our Living our values programme - to support and strengthen positive behaviours amongst leaders and staff aligned to our values and behaviours which will include: 4. Healthy Relations toolkit for managers and team leaders to facilitate their own team sessions to strengthen psychological safety and civility, inclusion and ways of putting the Trust values into action as a team 5. Restore Leadership Support Circles to support leaders to lead compassionately	April 23 Ongoing March 23 Nov 22 Jan 23

				6. Launch our new People Managers programme to support the development of managers. The programme will include core modules around managing teams inclusively and psychological safety. 7. Promoting the NHS Core Managers Inclusive Leadership Programme for all People Managers across the Trust for senior leaders to develop insight and skills to foster a culture of compassion and inclusion.	**Oct 22** **Sep 22**
9. % difference between the organisations Board voting membership and its overall % of BME staff in the workforce	BME - 28.5% White 27.8% Unknown 0.6%	BME - 24.2% White 16.7% Unknown 7.5%	BME - 30.5% White 22% Unknown 8.4% ⬇	1. All executive searches include a diversity weighting 2. Embedding Talent, sponsorship and succession planning to develop staff into senior roles	**April 23** **April 2024**