

CALDERDALE AND HUDDERSFIELD NHS FOUNDATION TRUST**WORKFORCE RACE EQUALITY STANDARD – ACTION PLAN 2017/18**

WORKFORCE RACE EQUALITY SCHEME (WRES) ACTION PLAN PROGRESS REPORTING TEMPLATE	
Start date:	30 June 2016
Latest update:	10 July 2017
Lead Manager:	Azizen Khan, Assistant Director of HR
Lead Director:	Owen Williams, Chief Executive
Monitoring Committee:	Executive Board / Workforce (Well Led) Committee
Date signed off as complete	

1. delivered
2. on track
3. off track

ACTION	MEASURE	LEAD/ GROUP MEMBERS	TIMESCALE	RAG	PROGRESS
Strengthen the current E&D training to include cultural awareness training (so people understand cultural sensitivities) and how to challenge on issues of equality and diversity (authentic speech)	E&D training brings about a reduction in incidents of racism, discrimination	Lesley Hill Jan Wilson Tahira Shariff	1 April 2018	2	Equality and diversity training to be reviewed to ensure it meets the Trust's needs Equality and diversity e-learning compliance monitored as part of overall mandatory training requirements for 2017/18
Leadership Academy to deliver the Inclusive Mentoring programme during 2017 and a train the trainer programme during 2018	Increase in number of BAME colleagues accessing mentoring and coaching. BAME colleagues feel that they can progress in	Jason Eddleston Azizen Khan Ruth Mason	May 2018	2	The Leadership Academy will be delivering the Inclusive Mentoring programme in the Trust in July 2017. In order for the Trust to become self-sufficient in delivering future programmes a cohort of individuals will be trained as trainers to deliver the

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	their career regardless of race and culture, age, gender or sexuality.				programme in future
Develop a comprehensive development programme for Agenda for Change pay bands 2 – 7 (clinical and non-clinical)	<p>A clear career pathway for BAME colleagues to progress through whilst remaining in employment with the Trust</p> <p>BAME colleagues feeling they are invested in and valued by the Trust</p>	<p>Jason Eddleston Karen Heaton Ruth Mason Mahen Jamookeeah Debi Johnson</p>	June 2018	2	<p>Leadership and management development programme being delivered by Health Skills – Compassionate Leadership in Practice during 2017. This includes two programmes; one for leaders and the second for aspiring leaders.</p> <p>Moving Forward programme being delivered by Bradford District Care Trust. Ten BAME colleagues are on the development programme (Agenda for Change Bands 5 and 6) which commenced in May 2017.</p> <p>The Leadership Academy has launched a one year development programme called Ready Now aimed at senior BAME leaders at Agenda for Change Band 8a or above. Colleagues will be encouraged to apply.</p>
Set out clear and helpful guidelines and standards of behaviours deemed to be acceptable and unacceptable	<p>Fewer incidents of discrimination and racism reported through formal processes, improved staff survey results</p> <p>BAME colleagues</p>	<p>Lesley Hill Karen Heaton June Thomas Teresa Stewart-Lynch</p>	June 2018	2	<p>A CHFT leaflet has been produced with a draft proposal for CHFT behaviours and will be shared across the Trust for feedback.</p> <p>A plan is now in place to engage with staff about the CHFT behaviours identified.</p>

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	having confidence that the Trust holds a zero tolerance approach to discrimination and racism				