

**CALDERDALE AND HUDDERSFIELD NHS FOUNDATION TRUST****WORKFORCE RACE EQUALITY STANDARD – ACTION PLAN 2018/19**

<b>WORKFORCE RACE EQUALITY SCHEME (WRES) ACTION PLAN PROGRESS REPORTING TEMPLATE</b>	
<b>Start date:</b>	<b>30 June 2016</b>
<b>Latest update:</b>	<b>6 July 2018</b>
<b>Lead Manager:</b>	<b>Azizen Khan, Assistant Director of HR</b>
<b>Lead Director:</b>	<b>Suzanne Dunkley, Director of Workforce and OD</b>
<b>Monitoring Committee:</b>	<b>Executive Board / Workforce Committee</b>
<b>Date signed off as complete</b>	

1. delivered  
2. on track  
3. off track

<b>ACTION</b>	<b>MEASURE</b>	<b>LEAD/ GROUP MEMBERS</b>	<b>TIMESCALE</b>	<b>RAG</b>	<b>PROGRESS</b>
Trust to lead on delivering the Inclusive Mentoring programme during 2018/19 following a train the trainer programme	Increase in number of BAME colleagues accessing mentoring and coaching.  BAME colleagues feel that they can progress in their career regardless of race and culture, age, gender or sexuality.	Azizen Khan Ruth Mason	March 2019	2	The Leadership Academy delivered the Inclusive Mentoring programme in the Trust which was a one year programme. In order for the Trust to become self-sufficient in delivering future programmes a cohort of individuals have been trained as trainers to deliver the programme in future.
Develop a comprehensive development programme for Agenda for Change pay bands 2 – 7 (clinical and non-clinical)	A clear career pathway for BAME colleagues to progress through whilst remaining in employment with the Trust.	Ruth Mason	June 2019	2	Leadership and management development programme being delivered by Health Skills – Compassionate Leadership in Practice during 2017/18. This includes two programmes; one for leaders and the

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	BAME colleagues feeling they are invested in and valued by the Trust.				<p>second for aspiring leaders.</p> <p>The Trust will explore BAME specific development programmes with WYAAT organisations and the Yorkshire and Humber Leadership Academy.</p> <p>Five colleagues supported to undertake the Change Maker Programme funded by the Leadership Academy. The Programme will support the diversity and inclusion agenda and the individuals will receive training to help them become adept facilitators of inclusive conversations and upskilling in the ability to influence for change.</p>
Set out clear and helpful guidelines and standards of behaviours deemed to be acceptable and unacceptable as well as offering colleagues a safe space to talk in confidence.	Fewer incidents of discrimination and racism reported through formal processes, improved staff survey results.	Vicky Pickles Azizen Khan	December 2018	2	<p>A CHFT leaflet to be produced with a draft proposal for CHFT behaviours and will be shared with the BAME Network for feedback.</p> <p>Continue to promote the Talk in Confidence colleagues initiative – to provide another source of support BAME colleagues to discuss issues freely and in a safe space.</p>
Training for line managers in how to deal with bullying/harassment and discrimination	BAME colleagues having confidence that the Trust holds a zero tolerance approach to discrimination and	Azizen Khan	October 2018		Development of a bite size training package that is targeted at line managers to be rolled out Trust wide. This requires dedicated focus due to the staff survey results showing an

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	racism				increase in the number of colleagues feeling discriminated at work from their manager/team leader or colleagues.
Improve recruitment and selection processes by including a BAME person as a panel member for all Band 6, 7 and 8a interviews	Increase in number of BAME colleagues being appointed in Band 6, 7 and 8a posts to support career progression  Recruitment and retention of BAME colleagues	Azizen Khan	November 2018		Develop a list of BAME colleagues who will be trained to participate as a panel member