**CALDERDALE AND HUDDERSFIELD NHS FOUNDATION TRUST**

**WORKFORCE RACE EQUALITY STANDARD – ACTION PLAN 2019/20**

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| **WORKFORCE RACE EQUALITY SCHEME (WRES) ACTION PLAN PROGRESS REPORTING TEMPLATE** | |  |  |
| **Start date:** | **30 June 2016** |  |
| **Latest update:** | **30 September 2019** |  |
| **Lead Manager:** | **Nicola Hosty, Equality, Diversity & Inclusion Manager** |  |
| **Lead Director:** | **Suzanne Dunkley, Director of Workforce and OD** |  |
| **Monitoring Committee:** | **Executive Board / Workforce Committee** |  |

| **ACTION** | **MEASURE** | **TIMESCALE** | **PROGRESS** |
| --- | --- | --- | --- |
| 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. | Implemented March 2019 | 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.  **This work should continue in 2019/20** |
| 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.  BAME colleagues feeling they are invested in and valued by the Trust. | Implemented June 2019 | 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 second for aspiring leaders.    The Trust will explore BAME specific development programmes with WYAAT organisations and the Yorkshire and Humber Leadership Academy.  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.  **This work should continue in 2019/20** |
| Set out clear and helpful guidelines and standards of behaviours deemed to be acceptable and un-acceptable 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. | Early 2020 | A CHFT leaflet to be produced with a draft proposal for CHFT behaviours and will be shared with the BAME Network for feedback.  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. |
| Training for line managers in how to deal with bullying/harassment and discrimination | BAME colleagues having confidence that the Trust holds a one culture of care approach to discrimination and racism | Implemented 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 increase in the number of colleagues feeling discriminated at work from their manager/team leader or colleagues.  **This work should continue in 2019/20** |
| 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 | Implemented November 2018 | Develop a list of BAME colleagues who will be trained to participate as a panel member  **This work should continue in 2019/20** |
| Inclusion Roadshow – Inclusion Agents visiting colleagues in their work environment and discussing ‘Everyday Inclusion’ | The more we open up the dialogue about difference the more we ‘seek to understand’ different attitudes and behaviours, ways of working, relationships and aspirations. This should support improvements to bullying & harassment, feeling valued and the overall colleague experience (recruitment and retention of colleagues) | Feb – May 2020 |  |
| Inclusive Recruitment – working with local BAME communities and promoting the roles the NHS has to offer | Should support the BAME Talent Pipeline | Summer 2020 |  |
| Unconscious Bias Programme – ‘Step in our Shoes’ to be incorporated into management essentials and inclusive leadership programme | This programme will be mandatory for ‘key decision makers’ to attend – this should support improvements to shortlisting, recruitment decisions, access to training and development opportunities and how line managers understand how to effectively manage ‘difference’ | Summer 2020 |  |

**Current BAME Workforce Profile Statistics**

