

## **Workforce Race Equality Standard (WDES) Action Plan (2021/22)**

**Date of Report – September 2021**

**Board Lead – Suzanne Dunkley – Executive Director of Workforce  
Inclusion Lead – Nicola Hosty**

## **Workforce Race Equality Standard (WRES) Action Plan 2021/22**

### **Introduction**

Calderdale & Huddersfield Foundation NHS Trust is committed to meeting the requirements of the Workforce Race Equality Standard for NHS Trusts.

The Trust submitted its workforce data against the standard, to the national WRES team, as per our contractual obligation.

Having considered the 2019/20 data, alongside data from previous years along with the reality of the current pandemic, this year's action plan will contain more virtual interaction, more on line education and awareness and we believe our approach to One Culture of Care (where we care for each other the same way we care for our patients) will support positive change. There will also be an increased level of support for colleagues across the Trust to support self care and personal wellbeing.

In doing this, it is anticipated that this will bring about positive change across the Trust resulting in an improvement in all WRES indicators.

The Trust's BAME network has been instrumental in the development of this action plan

### **Monitoring and Evaluation**

The action plan will be monitored by the Inclusion Advisory Group on a bi-annual basis along with regular discussion at all the Equality Groups in the Trust

WDES Indicator	Action (s)	Delivery	Who supporting
<p>1. % of colleagues in each of the AfC bands 1 - 9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of colleagues in the overall workforce</p>	<ul style="list-style-type: none"> <li>• BAME members promoting their career journeys /development journeys</li> <li>• Empower – inclusive personal development programme</li> <li>• Inclusive Recruitment</li> <li>• Cultural awareness programmes</li> <li>• Review exit interview process</li> <li>• Review BAME leaver reasons from dental/medical</li> <li>• Promote the BAME group, their objectives/their achievements</li> <li>• Consultation for protected time for chairs</li> <li>• Executive sponsor</li> </ul>	<p>June-Aug 2022</p>	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; JR- Recruitment Lead)</li> <li>• BAME Steering Group</li> <li>• BAME Engagement Advisor</li> </ul>
<p>2. Relative likelihood of white colleagues being appointed from shortlisting compared to that of BME colleagues being appointed from shortlisting across all posts</p>	<ul style="list-style-type: none"> <li>• Inclusion Interview Representatives</li> <li>• Unconscious bias training mandatory for panellists</li> <li>• Review how Trac processes shortlisting</li> <li>• Career development stories</li> <li>• Regular inclusion panellist 'safe space' sessions</li> </ul>	<p>June-Aug 2022</p>	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; JR- Recruitment Lead)</li> <li>• BAME Steering Group</li> <li>• BAME Engagement Advisor</li> </ul>
<p>3. Relative likelihood of BME colleagues entering the formal disciplinary process, compared to that of white colleagues, as measured by entry into a formal disciplinary investigation.</p>	<ul style="list-style-type: none"> <li>• One Culture of Care wrapped around all colleagues entering into the disciplinary process</li> <li>• BAME network promoted to BAME colleagues going through the process</li> <li>• Unconscious bias training mandatory for panellists</li> <li>• Inclusion Representative on panel</li> </ul>	<p>June-Aug 2022</p>	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; AK – HR Ops Lead)</li> <li>• BAME Steering Group</li> <li>• BAME Engagement Advisor</li> </ul>

WDES Indicator	Action (s)	Delivery	Who supporting
4.Relative likelihood of White colleagues accessing non-mandatory training and CPD compared to BME colleagues	<ul style="list-style-type: none"> <li>• CHFT Leadership Programme</li> <li>• Empower – Inclusive Personal Development Programme</li> <li>• Wellbeing Hour – enables colleagues to spend time on focussing on their development</li> <li>• CPD opportunities promoted more widely through widening participation team</li> <li>• Digital Inclusion – focus support for colleagues who don't have access to a computer</li> </ul>	June-Aug 2022	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; AK HR Ops Lead)</li> <li>• BAME Steering Group</li> <li>• BAME Engagement Advisor</li> </ul>
5. % of colleagues experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	<ul style="list-style-type: none"> <li>• Develop a wide range of support for victims of bullying &amp; harassment</li> <li>• BAME network championing and supporting BAME colleagues</li> <li>• Root out Racism pledge / campaign'</li> <li>• Input from a range of colleagues in respect of Equality Impact Assessments</li> <li>• Lived Experience studies</li> </ul>	June-Aug 2022	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; AK HR Ops Lead)</li> <li>• BAME Steering Group</li> <li>• BAME Engagement Advisor</li> </ul>
6. % of colleagues experiencing harassment, bullying or abuse from staff in last 12 months	<ul style="list-style-type: none"> <li>• Review Trusts Bullying &amp; Harassment Policy</li> <li>• BAME network championing and supporting BAME colleagues</li> <li>• Root out Racism pledge / campaign'</li> <li>• Lets Talk about Race – Lived Experience studies</li> <li>• Invite management views</li> <li>• Positive lived experience stories regards change, acceptance and awareness.</li> </ul>	June-Aug 2022	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; AK HR Ops Lead)</li> <li>• BAME Steering Group</li> <li>• BAME Engagement Advisor</li> </ul>

WDES Indicator	Action (s)	Delivery	Who supporting
7. % believing that the Trust provides equal opportunities for career progression or promotion	<ul style="list-style-type: none"> <li>• Inclusive Recruitment Representatives/Supervision Panels</li> <li>• Cultural Awareness sessions</li> <li>• Unconscious bias training mandatory for panellists</li> <li>• Empower – Inclusive Development Programme</li> <li>• Enhance – Talent Programme</li> <li>• Career Pathways</li> <li>• Interview skills /application form completion workshops</li> </ul>	June-Aug 2022	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; JR- Recruitment Lead)</li> <li>• BAME Steering Group</li> <li>• Bame Eng Advisor</li> </ul>
8. % In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager/team leader or other colleagues	<ul style="list-style-type: none"> <li>• Develop a range of on line race / cultural awareness modules available for all via the cupboard</li> <li>• BAME network &amp; Wellbeing Ambassadors to support colleagues locally</li> <li>• Root out Racism pledge / campaign</li> <li>• Management voice – invite their views</li> <li>• Lived experience studies</li> </ul>	June-Aug 2022	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; AK HR Ops Lead)</li> <li>• BAME Steering Group</li> <li>• Bame Eng Advisor</li> </ul>
9. % of the Board who identify as BME compared to White colleagues	<ul style="list-style-type: none"> <li>• BAME network to present at Board annually</li> <li>• Inclusive Recruitment</li> <li>• Reverse Mentoring Programme to be relaunched</li> </ul>	June-Aug 2022	<ul style="list-style-type: none"> <li>• Exec Sponsor</li> <li>• Asst Director of HRs (NH - Inclusion Lead &amp; JR- Recruitment Lead)</li> <li>• BAME Steering Group</li> <li>• Bame Eng Advisor</li> </ul>