

Workforce Race Equality Standard Action Plan

2016-2017

ACTION	MEASURE	LEAD	GROUP MEMBERS	TIMESCALE
Set up a BME Network led by the CEO to oversee the implementation of these actions.	There is visible leadership to make improvements on E&D issues	Owen Williams	Michelle Augustine	30 June 2016
Design a communication plan to share key messages from focus groups across the Trust	Transparency about the work of the focus groups and what the Trust is trying to achieve and the need to work together with all colleagues regardless of race and ethnicity	Lesley Hill/Jan Wilson	Errol Brown Adele Roach	31 July 2016
Set out clear and helpful guidelines spelling out acceptable/unacceptable behaviour and language	Fewer incidents of discrimination and racism reported through formal processes, improved staff survey results	Lesley Hill/Karen Heaton	June Thomas Teresa Stewart-Lynch	31 October 2016
Create a safe and effective pathway for dealing with issues of discrimination and racism.	People feel able to raise issues without fear and issues are dealt with fairly and effectively, with staff being able to discuss issues and seek support through a BME support network	Mandy Griffin/Richard Hopkin	Asifa Ali Lauren Holland	31 October 2016
Improve our recruitment processes including having a BME person as a panel member for Band 7 and senior management appointments	Band 7 and senior management appointments reflect the diversity of the Trust	Mandy Griffin/Karen Heaton	Tahira Shariff	30 September 2016

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 is classroom based and brings about a reduction in incidents of racism, discrimination	Lesley Hill/Jan Wilson	Tahira Shariff	31 December 2016
Provide mentoring and coaching for anyone who wants to get on and who feels that an E&D issue may be holding them back including support to navigate training and development pathways and opportunities for job shadowing	People feel that they can progress in their career regardless of race and culture, age, gender or sexuality and numbers of BME staff accessing mentoring and coaching are increased	David Birkenhead/David Anderson	Paulette Rowe Qusva Ilyas	30 September 2016
Improve cultural sensitivity in how we treat patients including taking steps to understand patients diverse needs and adjusting services to suit those needs	Patients feel that the organisations is sensitive to their cultural needs and this will be reflected in the patient satisfaction survey results	David Birkenhead/David Anderson	Asifa Ali June Thomas	31 December 2016
Create processes to monitor progress and measure the effectiveness of the steps we are taking including an ongoing forum like focus groups or listening groups to monitor issues around equality and	The Trust has solid data on the progress we are making and people feel that their voices are heard	Mandy Griffin/Karen Heaton	Asifa Ali Qusva Ilyas	31 October 2016

diversity, share experiences and identify solutions				
Develop a comprehensive programme for Bands 3/4 (Admin staff) and Band 5/6 (Clinical staff) to support them in career progression/promotion	There are opportunities offered to staff to progress and the Trust will see an increase of BME staff at Band 4 and above	Ian Warren/Karen Heaton	Mahen Jamookeeah Debi Johnson	31 December 2016
Health and wellbeing of colleagues is seen as important and options like a staff gym and healthy food options are explored	Healthy and motivated staff should reduce sickness absence particularly related to stress which in turn impacts on better and improved care for patients	David Birkenhead/David Anderson	Ezra Matebele Sameera Norat	31 October 2016
The work from the BME focus groups and in particular the action plan will be integrated into the broader workforce strategy	Improved staff survey results, achievement against CQUINS, recruitment/retention and reduction in sickness absence	Owen Williams/Karen Heaton	Azizen Khan	30 September 2016