Workforce Race Equality Scheme: Action Plan 2018/2019

Action	Description	Responsible	By When	WRES Indicator
Refreshing Governance of WRES	Review 'Equality and Inclusivity Steering Group' actions and representation to ensure TOR are being referenced and adhered to.	COO/Director of Workforce and OD	Q3 18/19 Completed	
Equality and Diversity Policy	Ratify updated Equality and Diversity policy in consultation with key stakeholders.	Dir Workforce & OD	Q3 18/19	
Freedom to Speak up Guardian	Ensure regular comms to the Trust on the role of the FTSuP guardian to include a photo and contact details FTSuP guardian to report into Equality and Inclusivity steering group to share high level trends. Identify a Non-Exec director to sponsor the FtSuG role.	Dir Workforce & OD	Q2 18/19- ongoing end Q318/19	8
Unconscious bias training Recruitment and Selection training	Embed e-learning unconscious bias training as mandatory for all recruiting managers in the first instance and then roll out Trust wide training for all line managers. Training to be refreshed and delivered as a taught session to all recruiting managers	Leadership Team/Head of Resourcing /EDS lead	Commence Q3 18/19	
EDS2 refresh	Publicise and ensure delivery to timescale of EDS2 refresh (EDS3) once finalised. Ensure Board are aware of their responsibilities in relation to WRES	Trust Secretary	Commence Q1 19/20	
BME network	First meeting of BME network on 28/09/18. Agree TOR and attendance-To be held quarterly and report into Equality, Diversity and Inclusivity steering group.	EDS lead initially	Q3 18/19	
Review of line management training offer	Compliance with mandatory training compliance by all staff achieving competency in Level 1 CSFT at induction (delivered by EDS lead) 3 year on line mandatory refresher. Integrate Equality and Diversity insight into the current line manager training offer. Ensure training covers using the Decision Tree in the refreshed Disciplinary Procedure.	Leadership team and Workforce directorate	Q3 18/19	8
Stepping Up Programme	Ensure this programme is publicised to enable all interested staff members to be considered.	E, D and I Steering group members	End Q2 18/19	7

Actions to be reviewed at bi-monthly Equality, Diversity and Inclusivity Steering Group and updated as required.