

APPENDIX B
Workforce Race Equality Standard: Action Plan- October 2020

Action	Description	Responsible	By When
Achieve 10 year trajectory (year on year) to achieve aspirational equity for BAME staff representation as senior level (8a and above) within the Trust	Explore options for positive action to address the lack of diversity at senior levels within the Trust to include recruitment and attraction, Develop a range of measures to ensure a diverse candidate pool focusing initially on Board level and the level immediately below Board.	Executive team/ Head of Resourcing/Trust EDS lead	2028 but reviewed bi-monthly at BAME network meeting.
Compassionate and Collective Leadership programme	The Trust is implementing a Compassionate and Collective Leadership programme and currently in the design phase following review of outcomes from the diagnostic phase. EDI will be imbedded in the work streams on both behaviours and values training and line manager development led by recently appointed EDI manager when in post.	Dir Workforce & OD, EDI manager and Lead	Commence Q3 2020/2021
Unconscious bias training/ Cultural awareness	Unconscious bias training offer to be supplemented with cultural awareness development sessions for line managers in the first instance. Extension of e-learning training offer now to be added to Trust virtual learning platform	Head of Resourcing/HR Manager/ Learning and Development manager	Ongoing unconscious bias training Commence cultural awareness Q3 2020/202120
Career Coaching	Along the current career coaching offer we will be providing practical advice for staff seeking a new role. This will involves, support with application forms and interview skills with a focus on supporting our BAME candidates. Review of career coaching following first supervision sessions in November 2020	Recruitment and retention team/ learning and development manager/ EDI lead	Current and Q3 2020/2021
Increase core membership of BAME network	Relaunch as currently a small core of attendees however a large circulation. Use Black History month in October 2020 to focus on difference the network has made. Advertise every meeting at the previous weekly briefing to ensure it	BAME chair / network members	Q3 2020/2021 and bi monthly

	has priority in the calendar.		
Stepping Up programme	Progress learnings from STP programme and engage with delegates on secondments and stretch opportunities .Collaborate with System wide initiatives to develop said opportunities and review secondment decisions with line managers to ensure fairness and consistency	BAME network/ Director of Workforce and OD, EDI leads.	Q3 2020/2021
Protecting staff from racial abuse by patients and staff.	Ensure Trust policy on responding to racial abuse from patients is developed and has been ratified through appropriate channels and then train all clinical staff in the first instance and communicate throughout the Trust. Engage with the STP work commencing on how policies designed to address micro-aggression and bullying can be better addressed through policies and training.	Deputy Chief nurse/ CPAC, Clinical education teams	Q3 2020/2021
Reverse mentoring	Set up a reverse mentoring programme modelled on STP approach. Communication/ engagement/ training and review.	EDI manager and Lead	Q4 2020/2021
Overseas recruitment	Enhance current process in advance of two cohorts of nurses planned to come from India in 20/21. Engage current staff members from the BAME network and wider with lived experience of their own journey to support and guide.	BAME network members/ recruitment and retention nursing team	Q3 and ongoing