

DRAFT 2025/26 WRES ACTION PLAN

Strategic Objective	EDI Improvement Plan - HIA	Actions	Timescale	Responsible Owner(s)	Progress to date	Next Steps
	HIA 3 HIA 6	Transformational Reciprocal Mentoring for Inclusion programme <ul style="list-style-type: none"> Engagement and development of managers of cohort 3 participants. Continue the engagement and development of cohort 1 & 2 participants. 	Throughout 25/26	Head of EDI		
	HIA 2	Continue the implementation of No More Tick Boxes recommendations into our recruitment and career progression practices and processes. <ul style="list-style-type: none"> Establish EDI dashboards for each Division and Directorate to support them in identifying areas for further focus/improvement in their areas and to track and monitor progress Continue to implement and refine the recruitment audit of band 7 and above as part of debiasing recruitment and to ensure lessons can be learnt Review the use of Cultural Ambassadors and embed their involvement in the recruitment process, and the grievance and disciplinary process. 	Throughout 25/26	Head of Resourcing Head of EDI		
	HIA 2	The Trust to take positive action to improve diversity in the ethnicity composition of the Trust Board <ul style="list-style-type: none"> To ensure that the recruitment processes to Trust Board roles seek to widen the recruitment pool and that the recruitment processes are fair and transparent. 	When the opportunity arises	Director of Workforce and OD Chairman Chief Executive		
	HIA 3 HIA 5 HIA 6	EDI to become a standing item on Divisional/ Directorates Performance/Business meetings encouraging discussion of the Staff Survey, pulse survey, WRES, WDES, Gender Pay Gap, and delivery of identified actions they are taking to improve their staff experience. <ul style="list-style-type: none"> EDI to regularly attend and give updates at Department/Division/Directorate meetings 	Q1	Head of EDI Director of Workforce and OD		

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		<p>Assign Executive sponsorship to mentor and sponsor key black women across the organisation.</p> <ul style="list-style-type: none"> FURTHER DISCUSSION NEEDED WITH THE Race Equality Network TO DEVELOP THIS PROPOSAL 				
		<p>Support the Race Equality Network to develop a plan for the year including:</p> <ul style="list-style-type: none"> Hosting four listening events. – Black History Month etc. Promote the work of the Network. Participate in staff Induction 	Q1	Head of EDI		
	HIA 2 HIA 3 HIA 5 HIA 6	<p>Continue to work with system partners and networks to identify opportunities for joint working on anti-racist initiative</p> <ul style="list-style-type: none"> Nominate a suitable person to undertake the Cultural Intelligence Facilitator training and collaborate with other facilitators across the system. 	Q1	Director of Workforce and OD Head of EDI		
	HIA 3 HIA 5 HIA 6	<p>Embed the Trust vision for inclusive leadership into our leadership training and development and provide focused EDI/inclusive leadership training for ward managers/clinical leads to improve the understanding of cultural intelligence and inclusive leadership.</p> <ul style="list-style-type: none"> Implement recommendations for training and development in EDI on Level 5 Commission EDI training for ward managers/clinical leads 	Q1 Q2 onwards	Director of Workforce and OD Chief Nursing Officer Head of EDI Head of Leadership Development and Training		
	HIA 5	<p>Commission development programmes for BAME staff to support career development and progression.</p>	Q3	Director of Workforce and OD Head of EDI		