

## WRES ACTION PLAN 2025/26

Strategic Objective	EDI Improvement Plan - HIA	Actions	Timescale	Responsible Owner(s)	Progress to date	Next Steps
	HIA 3 HIA 6	<p><b>Transformational Reciprocal Mentoring for Inclusion programme</b></p> <ul style="list-style-type: none"> <li>Engagement and development of managers of cohort 3 participants.</li> <li>Continue the engagement and development of cohort 1 &amp; 2 participants.</li> </ul>	Throughout 25/26	Head of EDI		
	HIA 2	<p><b>Continue the implementation of No More Tick Boxes recommendations into our recruitment and career progression practices and processes</b></p> <ul style="list-style-type: none"> <li>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</li> <li>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</li> <li>Review the use of Cultural Ambassadors and embed their involvement in the recruitment process, and the grievance and disciplinary process.</li> </ul>	Throughout 25/26	Head of Resourcing Head of EDI		
	HIA 2	<p><b>The Trust to take positive action to improve diversity in the ethnicity composition of the Trust Board</b></p> <ul style="list-style-type: none"> <li>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.</li> </ul>	When the opportunity arises	Director of Workforce and OD Chairman Chief Executive		
	HIA 3 HIA 5 HIA 6	<p><b>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.</b></p> <ul style="list-style-type: none"> <li>EDI to regularly attend and give updates at Department/Division/Directorate meetings</li> </ul>	Q1	Head of EDI Director of Workforce and OD		

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		<p><b>Assign Executive sponsorship to mentor and sponsor key black women across the organisation.</b></p> <ul style="list-style-type: none"> <li>• Further discussion needed with the Race Equality Network to develop this proposal.</li> </ul>		<p>Head of EDI</p> <p>Director of Workforce and OD</p>		
		<p><b>Support the Race Equality Network to develop a plan for the year including:</b></p> <ul style="list-style-type: none"> <li>• Hosting four listening events. – Black History Month etc.</li> <li>• Promote the work of the Network.</li> <li>• Participation in Staff Induction</li> </ul>	Q1	Head of EDI		
	<p>HIA 2 HIA 3 HIA 5 HIA 6</p>	<p><b>Continue to work with system partners and networks to identify opportunities for joint working on anti-racist initiative</b></p> <ul style="list-style-type: none"> <li>• Nominate a suitable person to undertake the Cultural Intelligence Facilitator training and collaborate with other facilitators across the system.</li> </ul>	Q1	<p>Director of Workforce and OD</p> <p>Head of EDI</p>		
	<p>HIA 3 HIA 5 HIA 6</p>	<p><b>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.</b></p> <ul style="list-style-type: none"> <li>• Implement recommendations for training and development in EDI on Level 5</li> <li>• Commission EDI training for ward managers/clinical leads</li> </ul>	<p>Q1</p> <p>Q2 onwards</p>	<p>Director of Workforce and OD</p> <p>Chief Nursing Officer</p> <p>Head of EDI</p> <p>Head of Leadership Development and Training</p>		
	HIA 5	<p><b>Commission development programmes for BAME staff to support career development and progression.</b></p>	Q3	<p>Director of Workforce and OD</p> <p>Head of EDI</p>		