

PROPOSED WRES ACTION PLAN 2020-23

Objectives	Goals	Strategies	Measures	Aims
A workforce representative of the local population	<ul style="list-style-type: none"> ▪ Deliver WRES aspirational targets for band 8 and above, including Board ▪ All our staff are enabled to support EDI ▪ EDI is a strategic priority for all our leaders/managers ▪ Increase inclusion to ensure our BAME workforce reflects the diversity of the local population ▪ Roll-out use of diverse interview panels 	Develop an EDI strategy for an open and inclusive workforce	Deliver BAME recruitment event 2021/22	BAME recruitment event planned for October 2021
		Engage local communities	Increased engagement	A workforce that is 15% BAME by end-March 2022
		Include BAME in EDI performance management framework to monitor progress	Monitor BAME in EDI performance management framework monitor progress	Improvements across all Directorates (representative leadership and disparity ratio's)
		Implement widening access campaign, including overhaul of recruitment and promotion practices	Increased % BAME staff believing Trust provides equal opportunities for career progression / promotion	WRES Indicator 7 Improved in 2021 and sustained in 2022
		Implement interventions to enable BAME staff to develop skills and competencies for career progression	BAME representative on all appointment panels for band 6 and above	Improvements in the likelihood of being appointed (directorate and staff groups)

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Objectives	Goals	Strategies	Measures	Progress
A workforce representative of the local population	<ul style="list-style-type: none"> Deliver WRES aspirational targets for band 8 and above, including Board All our staff are enabled to support EDI EDI is a strategic priority for all our leaders/manager Increase inclusion to ensure our BAME workforce reflects the diversity of the local population Roll-out use of diverse interview panels 	Refresh training and awareness on unconscious bias and micro aggressions	Training and awareness on micro aggressions, development of cascade training	WRES Indicator 6 improved in 2021 and sustained in 2022
		Ensure all staff feel welcome and valued, have support when they need it and have opportunities to develop	Reduction in % of BAME staff experiencing discrimination from Manager/ colleagues	WRES Indicator 8 improved in 2021 and sustained in 2022
		Implement development programme for BAME staff (bands 2-5 band 5 and above)	Increased % BAME staff believing Trust provides equal opportunities for career progression / promotion	WRES Indicator 7 Improved in 2021 and sustained in 2022
		Evaluate BAME mentorship programme to identify and address issues	Use the findings to cascade learning across the wider Trust	Increased number of BAME staff in senior and leadership positions 2028
		Improve Trust disparity ratio, with targeted approach in N&M staff	Monitor BAME in EDI performance management framework monitor progress	Improved disparity ratio Trust wide and specifically N&M 2022/23