

Workforce Race Equality Standard Action Plan 2023-2024

Area of Activity	Main Action	Success Measures	Deadline
Underrepresentation of BME staff	To develop a Reverse / Reciprocal Mentoring programme or offer	Programme options identified and approved	To implement in 2024/2025
	To develop Leadership Development programmes or offer for BAME staff	Programme options identified	June 2024
To ensure Managers are equipped to identify and address racism in the workplace and champion inclusive culture	EDI Training programme for line managers and decision makers launched and delivered	50 staff completed each course	March 2024
Bullying and harassment and support staff who experience incidents	To develop and launch a bullying and harassment reporting tool using DATIX	<ul style="list-style-type: none"> System live and in use. 50 cases in Yr1 Reduction in reported Harassment from colleagues / managers 	<ul style="list-style-type: none"> December 2023 October 2024
Anti-Racist culture to address all WRES indicators	Join Northwest Anti-Racism Framework and adopt Anti-Racist activities.	Bronze Level achieved	2024/2025
Career Development	To develop resources and training offer for BME nursing staff, to support progression	<ul style="list-style-type: none"> Guidance published Career Workshops delivered. Improved Staff Survey results 	<ul style="list-style-type: none"> Ongoing February 2024 October 2024
Apprenticeships	To become an Apprenticeship Diversity Champion	Membership completed	October 2023
Cultural Awareness	To develop, publish and promote cultural awareness resources for managers and international staff.	<ul style="list-style-type: none"> Guidance published. Improved Staff Survey results 	<ul style="list-style-type: none"> Ongoing October 2024
Support for International Staff	<ul style="list-style-type: none"> To appoint an International Accommodation Officer To develop processes and resources to support living/integration of international staff 	<ul style="list-style-type: none"> Post in place Resources developed. Improved experience 	<ul style="list-style-type: none"> August 2023 Ongoing June 2024
Awareness Raising and Allyship	<ul style="list-style-type: none"> To run a Anti-Racist Ally campaign To run a Show Racism the Red Card Campaign To mark Black History Month 	<ul style="list-style-type: none"> 100 staff signed up 50 staff participate Programme completed 	<ul style="list-style-type: none"> March 2024 October 2023 October 2023
Physical Violence	<ul style="list-style-type: none"> Implement the new "Violence Prevention & Reduction Strategy Ensure all ward/patient facing staff are aware of the "Management of incidents of unacceptable behaviour by patients et al Policy". 	<ul style="list-style-type: none"> Decrease % BME staff reporting physical violence from Patients (Q13a) to 13% 	<ul style="list-style-type: none"> Ongoing December 2023 December 2023

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	<ul style="list-style-type: none"> Launch a “Red Carded” style campaign to promote patient awareness of unacceptable behaviour policy 	<ul style="list-style-type: none"> Decrease % BME staff reporting discrimination from Patients (Q16a) to 15% 	
Promotion of EDI Support	EDI Clinical Quality Specialist to visit all Trust Wards to promote EDI / Anti-Bullying / Training etc	<ul style="list-style-type: none"> 100% Wards visited. Improvements in staff survey results 	June 2024.
Ethnicity Pay Gap	<ul style="list-style-type: none"> To calculate the Ethnicity Pay Gap from 2023 onwards Where relevant to identify actions that contribute to the reduction of identified ethnicity pay gaps 	<ul style="list-style-type: none"> Analysis completed 	March 2024.
Consultant Recruitment	To complete a data deep dive to understand the causes of the apparent race disparity in the recruitment process.	Completed	March 2024