**WORKFORCE RACE EQUALITY STANDARD – WRES – ACTION PLAN 2023/24**

| **Indicator** | **Actions delivered in 22/23 and planned 23/24** |
| --- | --- |
| 1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.
 | **Delivered 22/23*** We delivered another series of interview skills workshops and took positive action to encourage ethnic minority colleagues to apply
* We refreshed the mandatory Equality Diversity Inclusion e-learning module launched which is highly interactive and includes real case studies and examples of patients and staff
* A number of Cultural Intelligence Training workshops were delivered to staff and managers

**Planned 23/24*** We will complete an updated analysis of where racial disparity exists, with associated trajectory and recommendations for achieving ambition in line with Model Employer parity targets (by 2028)
 |
| 1. Relative likelihood of staff being appointed from shortlisting across all posts.
 | **Delivered 22/23*** We delivered another series of interview skills workshops and took positive action to encourage ethnic minority colleagues to apply.

**Planned 23/24*** We will review, update and implement required training/ support for managers when writing job descriptions and person specifications to ensure these are written without bias
 |
| 1. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.
 | **Delivered 22/23*** We launched a Trust-wide Staff Experience Improvement Programme led by the Director for People. This will incorporate Just and Restorative culture principles as part of the planned implementation.
* We refreshed the mandatory Equality Diversity Inclusion e-learning module launched which is highly interactive and includes real case studies and examples of patients and staff
* A number of Cultural Intelligence Training workshops were delivered to staff and managers

**Planned 23/24*** We will continue to develop and implement the planned Staff Experience Improvement Programme which includes workstreams focused on the following:
	+ Discrimination
	+ Teamwork and leadership development
	+ Speaking and Raising Concerns
 |
| 1. Relative likelihood of staff accessing non-mandatory training and CPD
 | **Delivered 22/23*** We commissioned a leadership development programme aimed at Speciality Directors and aspiring Consultant leaders. We took positive action when advertising and asked the provider to include content preparing colleagues from diverse backgrounds to apply for leadership roles in the future
 |
| 1. Q14a.

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. 1. Q14 b/c.

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months. | **Delivered 22/23*** We completed the EDI Ambassador Pilot
* Safe space events pilot were held for Ethnic Minority colleagues, allowing them to have conversations with senior members of the Trust
* A new Inclusion network with associated networks for ethnic minority, disability and LGBTQ+ staff relaunched and rebranded (from ‘Diversity’ network).
* We worked with One Gloucestershire system partners to commission the delivery of an Inclusion Allies training programme
* An Inclusion Ally intranet page was launched and promoted to staff which gives access to a range bitesize videos on EDI and ally-related matters

**Planned 23/24*** We will continue to develop and implement the planned Staff Experience Improvement Programme which includes workstreams focused on the following:
	+ Discrimination
	+ Teamwork and leadership development
	+ Speaking and Raising Concerns
* As part of the Teamwork and Leadership Development workstream specific deliverables include:
	+ Workshops for leaders and teams across the Trust which include reflection and skills development on responding to inappropriate behaviours and building psychological safety
	+ Executive and senior leadership workshops
	+ Action Learning Sets for leaders which will have a specific focus on team culture
* We will work with One Gloucestershire system partners to commission the delivery of another cohort of the Inclusion Allies training programme, the first cohort of which was delivered in 2022/23
 |
| 1. Q15

Percentage believing that trust provides equal opportunities for career progression or promotion. | **Delivered 22/23*** A poster campaign was held to coincide with Black History Month to showcase our Ethnic Minority leaders as role models.
* A continuation of Ethnic Minority network member career story promotion to support development and progression.

**Planned 23/24*** We will launch a Reciprocal mentoring programme involving Executives who will be buddied with colleagues from ethnic minority backgrounds and other minority protected characteristics
* We will launch a new leadership development pathway to make it clearer as to the available routes for development for leaders, managers and supervisors including those who aspire to get into a management role
* Cultural Competence Train the Trainer sessions will be delivered to line managers who manage internationally educated colleagues
 |
| 1. Q15b

In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/ team leader or other colleagues | **Completed 22/23*** We completed of the EDI Ambassador Pilot
* We refreshed the mandatory Equality Diversity Inclusion e-learning module launched which is highly interactive and includes real case studies and examples of patients and staff
* A number of Cultural Intelligence Training workshops were delivered to staff and managers
* An Inclusion Ally intranet page was launched and promoted to staff which gives access to a range bitesize videos on EDI and ally-related matters
* We worked with One Gloucestershire system partners to commission the delivery of an Inclusion Allies training programme.

**Planned 23/24*** As part of the Discrimination workstream specific deliverables include:
* Mechanism for reporting discrimination in the Trust to be simplified and actively promoted with a clear process for how we tackle discrimination
* Discrimination action plan will be co-produced by the staff inclusion networks
* Review of Mutual Respect policy to incorporate specific instructions on how to respond to incidents of discrimination
* As part of the Teamwork and Leadership Development workstream specific deliverables include:
	+ Workshops for leaders and teams across the Trust which include reflection and skills development on responding to inappropriate behaviours and building psychological safety
	+ Executive and senior leadership workshops
	+ Action Learning Sets for leaders which will have a specific focus on team culture
* Cultural Competence Train the Trainer sessions will be delivered to line managers who manage internationally educated colleagues
* We will work with One Gloucestershire system partners to commission the delivery of another cohort of the Inclusion Allies training programme, the first cohort of which was delivered in 2022/23
 |
| 1. Percentage difference between the organisations’ Board voting membership and its overall workforce
 | **Planned 23/24*** We will launch a Reciprocal Mentoring programme involving Executives who will be buddied with colleagues from ethnic minority backgrounds and other minority protected characteristics
 |