

Workforce Race Equality Standard Action Plan 2015-2016

WRES indicator	Current reporting	Action Plan	Timescale	Lead
% of BME staff in bands 8-9 compared to % of overall workforce	Protected characteristics for overall workforce currently recorded, not by banding	2016 workforce report to review data by banding for all protected characteristics	October 2016	Gill Howson
Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting across all posts	Protected characteristics for recruitment not included in workforce report	To be included in 2016 workforce report and analysed by protected characteristics	October 2016	Gill Howson
Relative likelihood of staff entering the formal disciplinary process compared to white staff as measured by entry into formal investigation	Records for all disciplinary process kept by organisation.	To be included in 2016 workforce report and analysed by protected characteristics	October 2016	Gill Howson
Relative likelihood of BME staff accessing non mandatory training and CPD as compared to white staff	Records for non-mandatory training not kept centrally within organisation	Inclusion to be reviewed during 2016 workforce report.		Gill Howson
STAFF SURVEY				
KF 18 % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	NHS staff survey not done in this way, use of relevant policy is monitored and reported through the workforce report	Equivalent question to be undertaken as part of Wellness work stream	July 2016	Wellness Group
KF 19 % of staff experiencing harassment, bullying or abuse from staff in last 12 months	NHS staff survey not done in this way, use of relevant policy is monitored and reported through the workforce report	Equivalent question to be undertaken as part of Wellness work stream	July 2016	Wellness Group
KF 27 % believing trust provides equal opportunities for career progression or promotion	NHS staff survey not done in this way, use of relevant policy is monitored and reported through the workforce report	Equivalent question to be undertaken as part of Wellness work stream	July 2016	Wellness Group
Q23 In the last 12 months have you personally experienced discrimination at work from any of the following? Manager / Team leader	NHS staff survey not done in this way, use of relevant policy is monitored and reported through the workforce report	Equivalent question to be undertaken as part of Wellness work stream	July 2016	Wellness Group
BOARD				
Boards are expected to be broadly representative of the population that they serve	Board workforce data not currently collated separately.	Data to be separated to include board information in 2016 workforce report	October 2016	Gill Howson
Additional Action				
Central WRES reporting	Schedule not aligned to national reporting	To be amended for 2017	April 2017 board	Gill Howson