**Workforce Race Equality Standard (WRES) Action Plan 2023/24**

| **WRES Indicator** | **Description** | **Action** | **Measures** | **Timescale** | **Lead Responsible** |
| --- | --- | --- | --- | --- | --- |
| **1** | The percentage of staff in each of the AfC Bands1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce | *(Action #1-23/24 )*Promote the equality self-service function on ESR and promote the case to declare/update equality data to reduce the percentage of unknown/not declared on ESR, | 14.5% of LCH workforce identify as BME. | 31 March 2025 | **EDI Team** |
|  |  |  | 18% of LCH workforce identify as BME | 31 March 2028 |  |
|  |  | *(Action #2-23/24)* Continue to work with, as part of the Leeds One Workforce (LOW) partnership, the Employer and Partnership Team (Disability Confident and Health Model) Dept for Work and Pensions to explore development for local unemployed people from minority ethnic groups to gain work experience in the Trust. | An increased number of applications and appointments from people from minority ethnic groups.  Recruit to 100-150 posts based on organisational requirements, with a target of the amount of people recruited from BAME backgrounds increased from last year (33%). | Ongoing | **Recruitment and resourcing Team** |
|  |  | *(Action #3-23/24)*Continued conversations with staff  networks and other stakeholders to  capture qualitative data that explores  the underrepresentation across staff  groups. | 2 engagement sessions with each of the Race Equality Network and staff side reps to improve indicator | Ongoing | **EDI Team** |
| **2** | Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts. | *(Action #4-23/24)* All recruiting managers to attend the Trust Recruitment and Selection Managers course & refresher courses | All recruitment panels comprise of at least one panel members who has attended the Trust Recruitment and Selection Managers course. | Ongoing | **Recruitment and resourcing Team** |
|  |  | *(Action #5-23/24)* International nurses recruitment cohort 3 – recruitment and onboarding. | Improved NHS Staff Survey results | Ongoing | **Recruitment and resourcing Team** |
|  |  | *(Action #6-23/24)* Launch 6th cohort of the BME Reverse mentoring (12-month programme) | Reduction of the disparity of experience | End of Q3 | **EDI Team** |
|  |  | *(Action #7-23/24)* Launch 6th cohort BME Allyship Programme (6-month programme) | Increased representation at all levels of the Trust. | End of Q3 | **EDI Team** |
|  |  | *(Action #8-23/24)* Diverse recruitment panels – train and support group of staff from across the Trust to be an equal panel member for recruitment of Band 7+ posts. | An increase in the number of diverse recruitment panels. | End of Q3 | **EDI Team** |
|  |  | *(Action #9-23/24)* Equality analysis of the recruitment process 2022/23 | Improved WRES metric scoring. | End of Q3 | **EDI Team** |
| **2** | Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts. | *(Action #10-23/24)* Promotion of Leeds Health & Care Academy (LHCA) learning resources for staff development, these include but are not restricted to,   * Allyship * An Introduction to Intersectionality * Creating an environment based on Respect. * Cultural awareness in the workplace * Inclusion essentials * Inclusive language and communication * Inclusive leadership * Tackling race bias at work – a managers guide * The effective bystander * The impact of micro behaviours in the workplace * Understanding race bias at work * Understanding unconscious bias | Increased access and completion of LCHA hosted learning resources related to race and ethnicity. | Ongoing | **EDI Team** |
| **3** | Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process. | *(Action #11-23/24)* Delivery of the Cultural conversations programme and the West Yorkshire Health & Care Partnership Cultural Competency and Humility training. | Improved NHS Staff Survey results | Ongoing | **EDI & Health Inequalities Team** |
|  |  | *(Action #12-23/24)* Review number of formal ER cases twice per year and take corrective action as appropriate. | Reduction in number of formal ER cases | Ongoing | **Human Resources** |
| **4** | Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff. | *(Action #13-23/24)* Development of an Organisational Approach to Improving Talent Management | Increased representation across the banding hierarchy and leadership structure.  Elimination unequal experiences at work, where some employees experience or perceive their career progression is limited by their protected characteristics. | End of Q4 23/24 | **Director of Workforce** |
| **5** | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months | *(Action #14-23/24)* Investigate if information can be captured to highlight any trends from Datix reports | % reported in NHS Staff Survey is reduced to 16% by 31/3/24 | 31/3/24 | **Patient Experience Team Lead** |
|  |  | *(Action #15-23/24)* Ensure there is an up to date policy with requisite fair process to address  issues. | Number of times race related incidents  reported on DATIX and result. Percentage  of incidents according to clinical and non  clinical area. | 31/3/24 | **Patient Experience Team Lead** |
| **6** | Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months | *(Action #16-23/24)* Continued delivery of the No Bystanders initiative actions | % reported in NHS Staff Survey is reduced to 12% | 31/3/24 | **Director of Workforce** |
|  |  | *(Action #17-23/24)* Continued promotion of international, national, regional cultural awareness days & events. |  |  | **EDI Team** |
| **7** | Percentage believing that trust provides equal opportunities for career progression or promotion. | *(Action #12-23/24)* Development of an Organisational Approach to Improving Talent Management | Reduce % reported in NHS Staff Survey, of difference between BME and White staff, to 10% | 31/3/24 | **Director of Workforce** |
|  |  |  | % of BME staff and white staff who access  coaching and mentoring services | 31.3.24 | **EDI Team** |
| **8** | In the last 12 months have you personally experienced discrimination at work from a Manager or team | *(Action #18-23/24)* Continued delivery of the No Bystanders initiative actions | % reported in NHS Staff Survey is reduced to 12% | 31/3/24 | **Director of Workforce** |
|  |  |  | Number of patient and staff engagement messaging about  #NoBystanders | 31.3.24 |  |
| **8** | In the last 12 months have you personally experienced discrimination at work from a Manager or team | *(Action #19-23/24)* Provide Compassionate & Inclusive leadership sessions for managers as part of the Managers Development Programme | Percentage of staff (including  international staff) accessing  wellbeing support, counselling,  FTSUG, PTSD support due to  racism | Ongoing | **ODI Team** |
| **9** | BME board membership | *(Action #20-23/24)* Target BME organisations, recruiters and community groups to  publicise NED roles. | Increased applications from BME candidates for NED role vacancies | 31.3.24 | **EDI Team** |