

WRES Action Plan – 2016/17

Indicator	Action Plan	Timescale
<p><u>For each of these workforce indicators, compare the data for White and BME staff</u></p> <p>Indicator 1</p> <p>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.</p> <p>Indicator 2</p> <p>Relative likelihood of staff being appointed from shortlisting across all posts.</p> <p>Indicator 4</p> <p>Relative likelihood of staff accessing non-mandatory training and CPD.</p>	<p>A more detailed analysis and review will be undertaken of band and BME distribution by discipline/directorate</p> <p>In addition to shortlisting to appointment, analysis and review of application to shortlisting will also be monitored and reviewed</p> <p>More robust recording of non-mandatory training and CPD will be introduced to enable better analysis and review</p>	<p>Statistical analysis to identify ethnicity data by each pay band (clinical and non-clinical): by 31/12/16</p> <p>Statistical analysis and review: by 30/11/16</p> <p>Review of current procedure: by 30/09/16</p> <p>Revised procedure introduced: by 31/10/16</p>

<p><u>For each of the staff survey indicators, compare the outcomes of the responses for White and BME staff.</u></p> <p>Indicator 5</p> <p>KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months</p> <p>Indicator 6</p> <p>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.</p> <p>Indicator 7</p> <p>KF21. Percentage believing that trust provides equal opportunities for career progression or promotion.</p> <p>Indicator 8</p> <p>Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues</p>	<p>Zero Tolerance campaign to be implemented during 2016/17</p> <p>Bullying awareness campaign to be implemented during 2016/17</p> <p>An analysis will be undertaken of respondents who do NOT believe that the Trust provides equal opportunities</p> <p>A more detailed analysis of these indicators will be undertaken by band and BME distribution by discipline/directorate/ward/department</p>	<p>Poster campaign: by 30/11/16</p> <p>Statistical analysis to identify areas where bullying has been reported: by 30/09/16</p> <p>Poster campaign to stress Trust's commitment to eliminating bullying and harassment: by 30/11/16</p> <p>Detailed analysis of 2015 Staff Survey: by 31/10/16</p> <p>Detailed analysis of 2015 Staff Survey: by 31/10/16</p>
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