

## Wiltshire Health and Care (WHC) Workforce Race Equality Standard (WRES)

### Action Plan 2021-2022

#### Introduction

The Workforce Race Equality Standard (WRES) was launched and mandated for all NHS Trusts in 2015/16, with the first report published in June 2016. It was introduced to ensure employees from Black and Minority Ethnic backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

The national WRES results published in the NHS Workforce Race Equality Standard (WRES) Annual Report 2020 demonstrates a positive change in a range of areas including an overall increase of BME staff across the NHS compared with the previous year; an increase in BME representation at very senior management (VSM) and executive board level; and an increase in BME nurses, midwives and health visitors at Bands 6 and above. Whilst these results show a move in the right direction there are still improvements to be made.

#### WHC Commitment to ED&I

Throughout Wiltshire Health and Care (WHC) there is a commitment to providing high quality, safe and effective care, ensuring appropriate access and care for all with a focus on promoting a culture that celebrates individuals' needs and differences.

Our values and behaviours aim to ensure that no person is ever unfairly disadvantaged on grounds of protective characteristics, while also creating a culture within our organisation where people can be themselves. We know that when people are themselves, they perform at their best, and feel most comfortable.

WHC aims to ensure equality for all its job applicants, employees, or users of its services. WHC will ensure that no job applicant, employee, or user of its services shall receive less favourable treatment than any other, on the grounds of the Protected Characteristics

The below action plan outlines Wiltshire Health and Care's commitment to the NHS WRES standards and our promise to continue to be an employer of equal opportunities.

#### Action Plan 2021-2022:

This action plan also links to WHC Delivery plan 20-23 and takes into consideration our collaborative working with partners within the BSW network and joint actions associated with Equality, Diversity and Inclusion.

	Action	Status / Timeframe	Outcome
1.	Executive ownership and responsibility of ED&I agenda.	Completed	Chief Executive appointed

	<p>Within this portfolio to promote and deliver regular ED&amp;I forums to ensure engagement, employee voice and action from all employees within WHC</p>	<p>On-Going</p>	<p>Regular ED&amp;I forums have been held and will continue with ED&amp;I organisational priorities identified by employees.</p>
2.	<p>Develop ED&amp;I statement to include within all JD's and NHS jobs adverts.</p> <p>Review wider network for advertising roles to reach a more diverse pool of candidates.</p> <p>Develop robust and diverse interview panels for Exec/VSM and and / or across the organisation where possible to challenge and ensure fairness during the interview process.</p>	<p>December 2021</p> <p>March 2022</p> <p>December 2022</p>	
3.	<p>As part of the BSW network enable WHC recruiting managers to undertake and attend Unconscious Bias Training provided.</p> <p>Review and expand training portfolio to deliver in house ED&amp;I training.</p> <p>Review recruitment and selection training to ensure unconscious bias and ED&amp;I is fully encompassed.</p>	<p>July to December 2021</p> <p>June 2022</p> <p>March 2022</p>	<p>Unconscious Bias training being delivered across the BSW network for WHC recruiting managers to attend. Uptake to be reviewed with further comm's if required</p>
4.	<p>To promote a Just and Learning Restorative Culture within WHC:</p> <p>Review WHC Conduct Policy to reflect a restorative culture.</p> <p>Engage with managers, HR and employees to promote understanding and awareness of this.</p> <p>Create training module to support and implement changes within the organisation.</p>	<p>On-Going</p> <p>January 2022</p> <p>March 2022</p> <p>March 2022</p>	
	<p>Data reporting – improve employee data collection relating to personal characteristics to ensure accurate data recorded.</p> <p>Regular communication via internal platforms to support with improving this.</p>	<p>On-Going / June 2022</p>	

5.	Using CPD and Appraisals work with Business Units to create a talent management database to support promotion, development and succession planning.	On-Going / September 2022	
6.	Working within the BSW network to continue engagement and delivery linked to the BSW Overhauling Recruitment and Promotion Practices action plan.	On-Going / September 2022	

### **Next Steps – Monitoring**

This plan will be reviewed and monitored on a monthly basis and report compliance to WFDG on a quarterly basis.