









## WRES data and Action plan 2022-2023

WRES indicator	2020-2021	2021-2022 GSTT +RBH	2022-2023 GSTT +RBH	2022-2023 action planning
2. Relative likelihood of white staff being appointed from shortlisting	1.5	1.6	1.5 	<ol style="list-style-type: none"> <li>1. Continue to review our End to end recruitment process including the impact of using diverse panels.</li> <li>2. Embed Diverse Panel training into standard recruitment training for all hiring managers</li> <li>3. Ensure visibility and alignment with Model employer goals.</li> </ol>
3. Relative likelihood of Black Minority Ethnic staff entering the formal disciplinary process	4.15 44 staff	3.23 87 staff	2.7 	<ol style="list-style-type: none"> <li>1. Increasing awareness of training: facilitated conversations and conflict resolution</li> <li>2. Greater capacity within mediation service to provide early local support</li> <li>3. Review and refresh the resolution policy to ensure responsibilities are clear</li> <li>4. Monitor and analyse data to develop preventative measures</li> <li>5. Developing a framework across all disciplines that is consistent with Just Culture principles</li> </ol>
4. likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	0.97	1.32	2 	<ol style="list-style-type: none"> <li>1. Participation data (qualitative and quantitative) to be used to develop and analyse effective communications, selection process and access to training.</li> <li>2. To raise awareness of opportunities available through a comms campaign</li> <li>3. Create a process whereby EDI data alongside workforce intelligence data will enable closer look at trends, courses and departments.</li> </ol>
5. % of staff experiencing bullying, harassment or abuse from patients, relatives/public in the last year	24% White 30%	BME 26% White 29%	BME 26% White 29% 	<ol style="list-style-type: none"> <li>1. Re-enforce the zero-tolerance approach across the Trust and public areas</li> <li>2. Raise awareness of support to staff when facing discrimination including EAP, Psychology and Showing We Care wellbeing resources.</li> </ol>
6. % of staff experiencing harassment, bullying or abuse from staff in the last year	28% White 26%	BME 27% White 26%	BME 29% White 26% 	<ol style="list-style-type: none"> <li>1. Roll out the Anti-Racism engagement initiative to the whole Trust and evaluate it's effectiveness</li> <li>2. Empower staff to call out negative/bullying behaviours aligned to our Trust values</li> <li>3. Continue to roll out Active bystander workshops</li> </ol>

				<ol style="list-style-type: none"> <li>4. Advance cultural competence through sustained uptake of Reverse mentoring programme, embedding recommendations from external evaluation</li> <li>5. Supporting staff through time of uncertainty and its impact on health and wellbeing.</li> <li>6. Increase visibility of Inclusion Agents in all areas, championing EDI best practice.</li> <li>7.</li> </ol>
7. % of staff believing that the Trust provides equal opportunities for career progression or promotion	62% White 84%	BME 45% White 61%	BME 46% White 60% 	<ol style="list-style-type: none"> <li>1. Promotion of our internal Coaching and Mentoring Service, with a focus on increasing our mentoring pool and enhancing the skills of our coaches and mentors to provide culturally competent support for colleagues with protected characteristics.</li> <li>2. Monitor promotion/recruitment initiatives.</li> <li>3. Launching 3 levels of Positive Action Career Programmes targeted at BME staff in response to data. Band 2-5 career development programme, band 6-7 career accelerator programme, band 8a-b career accelerator programme. First cohorts of these programmes launching October 2024 (b2-7) and January 2025 (b8a-b).</li> </ol>
8. In the last year have you personally experienced discrimination at work from your manager, team leader or other colleagues	17% White 9%	BME 18% White 9%	BME 18% White 9% 	<ol style="list-style-type: none"> <li>1. Increase and improve zero tolerance messaging.</li> <li>2. Supporting staff in effective de-escalation ( local resolution/ active bystander tools)</li> <li>3. Monitor role out of People Managers programme to support the development of managers. The programme includes core modules around managing teams inclusively and psychological safety. Ongoing</li> <li>4. Promoting the People Manager Programme – Managing your team inclusively module for all People Managers across the Trust for senior leaders to develop insight and skills to foster a culture of compassion and inclusion.</li> </ol>
9. % difference between the organisations Board voting membership and its overall % of	BME - 24.2% White 16.7%	BME -30.5% White 22% Unknown 8.4%	BME -35% White 35% 	<ol style="list-style-type: none"> <li>1. Diversity weighting in executive recruiting to widen and broaden recruitment</li> <li>2. Embedding Talent, sponsorship and succession planning to develop staff into senior roles</li> </ol>

<b>BME staff in the workforce</b>	Unknown 7.5%			<b>3. Ensure all decision makers, policy, project and service leads are aware of our Public Sector Equality Duty and assess the impact of decisions using our internal Equality Impact Assessment process.</b>
-----------------------------------	-----------------	--	--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------