

Workforce Race Equality Action Plan

Domain	Key area		Action	Target date	Exec Lead	Accountable	Status	Progress/update	Date completed	Evidence/outcome
Objective 1	Improve the career progression of minority ethnic staff	1.1	Introduce a "buddy" system for Minority Ethnic staff in bands 5 and 6 to increase their confidence and opportunities in their career progression. The "buddy" will be a person who is in the band above the individual and in the same occupation type e.g. nursing.	<del>Dec-17</del> June 18	HROD	HREI		System introduced and communicated to band 5 Minority ethnic staff. Monitor and advertise on routine basis. Inform new staff at induction about the MEG group. Monitor the number of Minority Ethnic staff who achieve promotion. Information included in a story for bulletin 22/3/17. <b>July 2017 update</b> Slight increase in promotions for BME staff of 1% in 2016/17. The Buddy system will be expanded and formalised to cover all staff and a framework and guide produced. The number of band 6 staff from a BME background has increased from 17 to 21 in 2017/18.		Increase the number of EM staff in band 6 roles by 2018
		1.2	Investigate relevant external training specific to staff from Minority Ethnic backgrounds career progression. Complete a staff survey on access to training.	On going	HROD	HREI		Survey Monkey questionnaire about access to training was sent out via the staff bulletin but the response rate from non-white British staff was very low. Sent the questionnaire to members of the Minority Ethnic Staff Network which increased the response rate to 8.25%. SW Leadership Academy has advertised a "Stepping up" programme aimed at BME staff bands 5-7. MEG group informed and advertised through bulletin. The 2016 staff survey shows that BME staff are 12% less likely to say there is fair career progression than White British staff, which is an improvement of 2 1/4 %. Will continue to advertise courses as they come up. There has been an increase in the number of BME staff believing that career progression is fair in the 2017 staff survey from 71% to 75% closing the gap in the difference between white staff to 10%. Further work needed to reduce the gap.		Improve scores from Staff Survey re supported career progression from Minority Ethnic employees

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Objective 2	Reduce the number of undefined or not stated ethnicity fields in ESR	2	Introduce an advertising campaign to raise awareness of the importance of ESR containing accurate records of the workforce equality data.	<del>01/01/2017</del> Dec 17	HRO D	HREI		Unknown data on ESR at 3/7/17 was 7.8% which is higher than 2016. The medics have the highest number for unknown ethnicity 28.3%. This information is being manually requested and will be uploaded to ESR in the coming months. Nov update Junior medics are being asked to update their ESR account. All staff with blank fields have been emailed a request to update personal info. (unknown 8.1% 1/12/17). Unknown will be changed to "do not wish to disclose" by Feb 18. The unknown ethnicity is now 7.6% @ 25/5/18.		Decrease the number of unknown ethnicity in ESR from 6.81% to 4%
Objective 3	Improve the recording of bullying, harassment and discrimination allegations.	3 1	Introduce a "Zero Tolerance to Discrimination" campaign to raise awareness of discrimination directed towards staff from Minority Ethnic origins. <b>Ongoing monitoring required</b>	<del>Dec 17</del> June 18	HRO D	HREI		<b>2016 staff survey 30% BME reported experienced discrimination v 9% white staff.</b> Respecting Each Other campaign was launched 20th Nov 2017 to address issues of bullying. Freedom to Speak up champions are in place for staff to access about patient safety concerns and as a point of contact for issues of bullying. HREI lead monitors Datix reports that may relate to discrimination and ask if the zero tolerance protocol was used. <b>2017 staff survey: number of BME staff who reported discrimination was 21% v 8% White</b> which is an improvement of 9%.		Staff survey results improved
Objective 4	Improve the likelihood of BME staff being appointed from shortlisting		Reduce the likelihood of discrimination at interview. Improve the confidence of BME staff in applying for jobs and the interview process.	<del>April 18</del> Sept 18	HRO D	HREI Lead and recruitment manager		Guidance for chair of interview panel sent to recruitment July 2016. Equality session took place at the recruitment Team's away day. Audit planned for September 2018. The Equality Lead to receive quarterly recruitment reports to enable adequate monitoring. Audits will be planned by Division and speciality to monitor any trends. Wres data included in Managers Passport training. Reintroduce recruitment questionnaire for all applicants. Audit to include examining promotions to consultant by ethnicity.		Improve likelihood of BME staff being appointed from shortlisting.