Date: 15 June 2015

Version no: 1

Workstream Name : WRES - Solent NHS Trust

Workstream Lead : Sarah Martin

Equality and Diversity Programme Workstream Plan

Key

Blue = Completed	
Green = On track	
Amber= At risk of slippage	
Red = Overdue	

Item	Area to be addressed	List Priority Deliverables 2015-2016	Timeframe	Action Status	Update: Including progress against priority deliverables and any risks identified
1	**Diverse Data Analysis**	(i) Leveraging metrics and data from multiple data sources in order to understand and design the WRES work program - Publish WRES on trust Website	Sep-15		(i) WRES to be published annualy - NHS Standard Contract and CQC Well led Domain
2		(ii) Undertake a root cause analysis of BME disciplinary cases to identify trends/themes in behaviours and an action plan to address key findings.	Jan-March 2016		(i) RS to engage with HRBP's by end of January 2015 (ii) Findings to be inlcuded in the WRES Report due March 2016.
3	**Workforce Engagement - Phase 1 (Scoping)**	(i) identifying the on- boarding experience of BME staff	Jan-March 2016		(i) RS to design engagement paperwork (ii) Finding to be incldued in the WRES report due March 2016.
4		(ii) identifying staff who have been in post for 3 years or longer and working in partnership with the HR Business Partners to engage and identify experience.	Jan-16		(i) RS to engage with HRBP's by end of January 2015
5		(iii) WRES - Listening in Action Survey (LiA)	Jan-March 2016		(i) Deliver a minumum of 3 EDS2/WRES LiA events during January - March 2016
6		(iv) utilising the experience based co-design method in the consultation of policies and organisational	Mar-16		(i) RS to engage with Policy Development Lead in regard to Disciplinary Policy engagement and consultation as per WRES data.
7	**Training and Development**	(i) Delivery of UB training to recriutment team	Feb-16		(i) RS to engagewith Sarah Martin and R&S Manager.
8		(ii) review and finalise E&D training slides at organisational Induction	Mar-16		(i) RS to arramge meeting with LEAD team.
9		(iii) Launch Diversity Moments - Module 1: Equality and Diversity	December - March 2016		(i) Deliver Diversity Moments Module 1 at each clkinical business meeting
10	**Organisational Development**	(i) Implementation of Equality Standard - Bronze Award	Mar-16		(i) RS to lead across clinical and corporate areas with a deadline of Bronze level completion by March 2016.
11		(ii) Workforce Race Equality Charter (WREC)	March-December 2016		(i) RS to design Charter following Phase 1 Workforce Engagement
12	**Engagement Events**	(i) EIG (ii) Clinical and Corporate enaggement by RS (iii) VOX POP event in March 2016.	December - March 2016		
13					
14					
15					

Work plan schedule

04/05/2015	11/05/2015	18/05/2015	25/05/2015	01/06/2015	08/06/2015	15/06/2015	22/06/2015	29/06/2015	06/07/2015	13/07/2015	20/07/2015	27/07/2015	03/08/2015	10/08/2015	17/08/2015	24/08/2015	31/08/2015	07/09/2015	14/09/2015	21/09/2015	28/09/2015	05/10/2015	12/10/2015	19/10/2015	26/10/2015	02/11/2015	09/11/2015	16/11/2015	23/11/2015	30/11/2015	07/12/2015	14/12/2015	21/12/2015	28/12/2015	04/01/2016	11/01/2016	18/01/2016	25/01/2016	01/02/2016	08/02/2016	15/02/2016	22/02/2016	29/02/2016	07/03/2016	14/03/2016	21/03/2016	28/03/2016