

**WRES Action Plan 2020**

**Vision:** To develop methods and resources to support a more diverse, representative workforce to reduce health inequalities, improve care and empower under-represented staff.

**Objective:** Increase the experience and number of BAME (Black, Asian and Minority Ethnic) staff in Solent NHS Trust.

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| Diversity & Inclusion Objectives | Action(s) required |
| 1. Review staff recruitment policy | 1.1 Work with the BAME resource group and HR recruitment team to review recruitment policy to ensure transparency and inclusivity.  1.2 Liaise with communications and community engagement team to advertise jobs beyond NHS jobs website. |
| 1. Increase amount of BAME staff in leadership positions | 2.1 Recruitment workshop with BAME communities.  2.2 Active promotion of employer friendly working practices.  2.3 Inclusion training for recruiting managers. |
| 1. Decrease the amount of incidences of discrimination at work for BAME staff   *Need to be aware that a culture of openness, honestly and speaking up is promoted in the trust so an increase in reported incidences may be as a result of the success of the Freedom to Speak Up programme* | 3.1 Promote the roles of Freedom to Speak Up Guardians at the BAME Resource Group.  3.2 Quarterly meetings between Head of Diversity and Inclusion and Lead Freedom to Speak up Guardian to review amount and nature of discrimination cases reported.  3.3 Refresh and evaluate diversity and inclusion training.  3.4 Review and update the Diversity, Inclusion and Human Rights Policy.  3.5 Review of incidences of discrimination across directorates and target specific training where need identified with audit conducted pre and post training to measure impact.  3.6 Share and learn good practice from other organisations. |
| 1. Implement quarterly internal monitoring of WRES data | 4.1 Division Leads to upload WRES data on a quarterly basis (March, June, September and December). |