

**WRES Action Plan 2020-21**

**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 | Lead Accountable Person  Support Lead(s) | Key Partners / Service Lines | Review Date |
| 1. Decrease the incidences of bullying and harassment of BAME staff | 1.1 Develop a robust system for recording incidences of race-related bullying and harassment  1.2 Develop an action plan for reducing incidences with tangible outcomes  1.3 Share examples of best practice  1.4 Continue to promote the BAME resource group as a safe space for BAME staff | **Lead –** Leon Herbert  **Support –** Kate Sonpal, Pawan Lall, BAME Resource Group | Multifaith Group | Aug 2021 |
| 1. Increase amount of BAME staff in leadership positions | 2.1 Work with the BAME resource group and HR recruitment team to review recruitment policy to ensure transparency and inclusivity  2.2 Active promotion of employer friendly working practices.  2.3 To aspire to always have a BAME staff member on interview panels  2.4 Develop and deliver career development training/coaching sessions for BAME Staff  2.5 Mentoring of senior BAME staff by Board members  2.6 Have a slot on Unity radio promoting Solent as a great place to work | **Lead** – Pawan Lall  **Support** – BAME resource group, Community Engagement team, | Communications Team  L&D team | Aug 2021 |
| 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  3.5 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 Promote Solent Lived Experience Digital Journal  3.7 Share and learn good practice from other organisations. | **Lead** – Kate Sonpal  **Support** –Dan Winter Bates, L & D | Community Engagement and Experience Team  L&D team | Au |
| 1. Support BAME staff and Community through Covid-19 crisis | Link in with actions on Covid-19 Solent Organisational Plan | **Lead:** Kate Sonpal (Head of D&I) Pawan Lall (BAME resource group co-chair)  **Support**: Pamela Permalloo-Bass (Strategic D&I Lead), Maria Oyegbile (BAME Resource Group co-chair), Ophelia Matthias (Comms Officer) and Andrew Smith (Operations manager) | Community Engagement Team, Occupational Health and Communications Team | Ongoing |