

WRES Draft Action Plan 2020/21

This is a draft document.

The Equality, Diversity and Inclusion team at North Bristol NHS Trust continue to consult with the Black, Asian and Ethnic Minority Staff Network to agree the final action plan which we anticipate will be published by 30 November 2020.

Action 1

Further listening events for BAME staff in light of Covid-19 impact and WRES results with actions taken to co-design and address the inequalities highlighted in the WRES data.

Strategic theme: Voice

Valuing You objective outcome 2019-2021:

Staff networks are equipped and engage to advance equality of opportunity across the organisation. All colleagues are enabled and empowered to share their experience.

WRES Indicators: 2, 3, 5-8, 9

Action 2

Implement improvements to address the disproportionate effects of Covid-19 on BAME staff using the successful bid for NHS Charities Together funds.

Strategic theme: Voice

Valuing You objective outcome 2019-2021:

Staff networks are equipped and engage to advance equality of opportunity across the organisation. All colleagues are enabled and empowered to share their experience.

WRES Indicators: 2, 3, 5-8, 9

Action 3

Implement new FTSU Guardian model with 1 lead guardian and wider set of champions with greater diversity reflecting the workforce and improving accessibility.

Strategic theme: Voice

Valuing You objective outcome 2019-2021:

Freedom To Speak Up (FTSU) Guardians are representative and accessible

WRES Indicators: 5, 6, 7, 8

Action 4

Unconscious Bias training sessions for senior nursing staff to be delivered, evaluated and facilitated across the wider organisation as agreed. This is currently underway with training delivered by UWE.

Strategic theme: Leadership development
Valuing You objective outcome 2019-2021:
Targeted unconscious bias awareness.
WRES Indicators: 2, 3, 7, 8

Action 5

Reverse mentoring merit and desired outcomes to be defined. To be piloted, evaluated and then facilitated across the Trust in areas of career progression bottlenecks.

Strategic theme: Leadership development
Valuing You objective outcome 2019-2021:
Reverse mentoring
WRES Indicators: 2, 3, 5-8, 9

Action 6

Positive Action L&D offer to be continued. This was introduced by the previous Head of EDI and has received fantastic reviews from those who have attended.

Strategic theme: Leadership development
Valuing You objective outcome 2019-2021:
Development & uptake of Positive Action offer for BAME staff, improving equality of experience.
WRES Indicators: 7

Action 7

Undertake review of the appraisal process to identify career development opportunities and line manager support for BAME staff and ensuring opportunities are realised.

Strategic theme: Leadership development
WRES Indicators: 7

Action 8

Undertake review of the appraisal process to identify career development opportunities and line manager support for BAME staff and ensuring opportunities are realised.

Strategic theme: Leadership development

WRES Indicators: 7, 9

Action 9

Review Cultural Ambassador arrangements and roles with BAME Staff Network and trade union colleagues to ensure the roles are clear and that the arrangements meet the identified need.

Strategic theme: Cultural Ambassadors and Just Culture

Valuing You objective outcome 2019-2021

1% of BAME workforce to be trained as Cultural Ambassadors (CA's).

CA's to be included in all disciplinary cases including BAME staff

WRES Indicator: 3

Action 10

Just Culture way of working to be piloted

Strategic theme: Cultural Ambassadors and Just Culture

WRES Indicators: 3, 5, 6, 8

Action 11

Review and refresh 'Red Card to Racism' scheme.

Strategic theme: Cultural Ambassadors and Just Culture

WRES Indicators: 5, 6, 8

Action 12

Unconscious bias training will be mandated for all interview panel members.

Strategic theme: Accessible Careers

Valuing You objective outcome 2019-2021: Accessible career pathways

WRES Indicators: 2, 7, 9

Action 13

Undertake review of internal recruitment processes to bring greater clarity and equity to outcomes for BAME staff.

Strategic theme: Accessible Careers

Valuing You objective outcome 2019-2021: Accessible career pathways

WRES Indicators: 2, 7, 9

Action 14

Promote interview coaching offer to BAME staff and extend internal interview coaching offer to external BAME applicants

Strategic theme: Accessible Careers
Valuing You objective outcome 2019-2021: Accessible career pathways
WRES Indicators: 1, 2

Date: October 2021

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