

Copy of Copy of WRES Action Plan for web site - Objective 1

1	To achieve our aim: of continuing to increase the number of BME staff across the Trust in all areas we will prioritise the following objectives	To deliver our objectives we will:	Outcome and measurement	Responsible Lead			
1.1	Positive Action interventions	Identify the success of the positive action interventions provided by the Recruitment engagement Officer. Compare figures of applied interventions as opposed to non intervention, and compare the 2 to find the most successful approach to continuously repeat.	Year on year increase of BME staff showing clear base line date	Daniele Brennan			
1.2	Identifying further positive action initiatives to support appointment of BME staff	Spot checks on recruitment paperwork. Checking the paperwork for BME candidates who have not been appointed and identifying any patterns for action.	Outcome reports	Daniele Brennan			
1.3	Ensuring more diverse recruitment panels	Training ONE Network members, so we can use their visibility and different locations so sit to on interview panels	Increase in number of diverse panels	Daniele Brennan			
1.4	Continue support and develop the BME network	Work with the Chair to increase membership and participation of BME staff Develop priorities for year 2. Ensure members are invited to a Board strategy day and involve the network in the delivery of the WRES action plan where appropriate	Increased membership and involvement. Report to D&I Steering Group. Be involved in WRES Action plan production and delivery where applicable	Pam Brown			

Copy of Copy of WRES Action Plan for web site - Objective 2

2	<p>To achieve our aim: To continue to support programmes for BME staff which will open opportunities at higher banding levels we will prioritise the following objectives</p>	<p>To deliver our objectives we will:</p>	<p>Outcome and measurement</p>	<p>Responsible Lead</p>			
2.1	<p>Talent Pools and Succession Plans show a low percentage of BAME members with the potential result that staff at higher banding levels tend to be white.</p>	<p>Specific invitations to BME staff at all levels for appropriate development programmes from the OD Team and from the CEO</p>	<p>Year on year increase of BME engagement with relevant OD programmes</p>	<p>Barbara Kozłowska</p>			
2.2		<p>Promotion of relevant programmes to ONE Network</p>	<p>Increase engagement with the One Network</p>	<p>Barbara Kozłowska</p>			
2.3		<p>To work with our four partner Consortium universities to identify a broad strategy and specific high impact actions to increase the number of applications of BME students to Paramedic Science education, thereby giving WMAS a bigger BME applicant pool.</p>	<p>Reports arising from actions</p>	<p>Barbara Kozłowska</p>			
2.4		<p>Implement and monitor progress of co-mentoring programme for relevant areas with managers and BME staff</p>	<p>To help senior managers to develop an increased understanding of the issues/barriers facing BME staff in WMAS/NHS To develop a joint relationship(co-mentoring) where both parties benefit from each other's experience and expertise</p>	<p>Pam Brown</p>			

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2.5	<p>Currently the Trust delivers AAP & L3 driving to a cross section of student profiles, due to the nature and high cost levels associated with these courses, E&T have introduced a process of employment panels which aim to provide supportive measures to allow students to continue on a range of courses</p>	<p>The employment panels along with supporting data from Ops, E&T and CTM'S facilitate action plans for each student</p>	<p>A record of all staff who are successful is maintained, this data will be analysed for any race equality issues</p> <p>Update reports will be presented to the D&I Steering Group</p>	Carla Beechy			

Copy of Copy of WRES Action Plan for web site - Objective 3

3	<p>To achieve our aim: We will ensure that staff work in an environment where they are free from Discrimination, Bullying, Harassment and Violence and where staff treat each other with Dignity and Respect we will prioritise the following objectives</p>	<p>To deliver our objectives we will:</p>	<p>Outcome and measurement</p>	<p>Responsible Lead</p>			
3.1	<p>To promote a culture where bullying, harassment, discrimination and violence will not be tolerated</p>	<p>The Trust Board and Senior leadership team to provide narrative to this work and re-enforce zero tolerance for bullying, harassment, discrimination and violence</p>	<p>Zero tolerance is promoted at conferences and meetings by the Board and by regular marketing with all members of the Board promoting their support</p>	<p>Maria Watson</p>			
3.2		<p>That the Board publicly supports the objective to tackle bullying and abuse of staff related to Protected Characteristics</p>	<p>Zero tolerance is promoted at conferences and meetings by the Board and by regular marketing with all members of the Board promoting their support</p>	<p>Maria Watson</p>			
3.3		<p>Ensure staff are aware of the policies that protect staff from bullying, harassment, discrimination and how they are implemented. Develop and deliver a communication guide on micro aggressions for managers.</p>	<p>Reduction in the gap between the number of staff from Protected Characteristic groups reporting they experience Bullying, harassment, discrimination and violence</p>	<p>Pam Brown</p>			

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3.4	<p>Understanding the issues surrounding reported episode of violence and aggression against BME colleagues by members of the public.</p>	<p>Examine data to establish any patterns that need to be addressed further and encourage staff to complete 54's.</p>	<p>Analysis of data and action plan implemented</p>	<p>Graeme Jones</p>			

Copy of Copy of WRES Action Plan for web site - Objective 4

4	<p>To achieve our aim: To continue to enhance quality and diversity in the governance of the Trust, with emphasis on patient experience and safety and clinical effectiveness we will prioritise the following objectives</p>	<p>To deliver our objectives we will:</p>	<p>Outcome and measurement</p>	<p>Responsible Lead</p>			
4.1	<p>To encourage applications to serve as a Director of the Trust either as an Executive or a Non-Executive when positions become vacant</p>	<p>To use external support as necessary to encourage diverse applicants and promote roles through community activities</p>	<p>Higher levels of appointments and applicants when roles become vacant</p>	<p>Chair</p>			