

# WMAS Workforce Race Equality Standard Action Plan 2022-2023

## **\*\*WORKFORCE RACE EQUALITY STANDARD (WRES) ACTION PLAN 2022/23\*\***

### **Introduction**

WMAS have committed to meeting the requirements of the Workforce Race Equality Standard (WRES) for NHS Trusts'. WMAS have submitted the Trust's WRES data, for staff, to the national WRES team in line with the requirements to publish by 31<sup>st</sup> August 2022.

We have identified gaps through our data which will allow the Trust to use this as a basis for the WRES Action Plan. The plan covers the next 12 months and the ONE Network have been instrumental in developing this Action Plan.

The focus has been on four key elements;

- **Recruitment**
- **Equality Of Opportunity**
- **Harassment and Bullying**
- **Access to non-mandatory development**
- **Discrimination by colleague, manager, supervisor**

### **Monitoring and Evaluation**

The action plan will be monitored by the Diversity and Inclusion Steering & Advisory Group (DISAG) on a bi-monthly basis and People Committee on a quarterly basis, and through the Trust Management Group and Trust Board for end of year assessment and evaluation.

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No	Metric	Objective	Outcome	Lead	Timeline	Progress	RAG
1.	<b>Recruitment</b> <u>Metric 1</u> <b>To achieve our aim: of continuing to increase the number of BME staff across the Trust in all areas</b>	1a) Increase the number of BAME applicants compared to 21/22 figures and monitor impact of positive action interventions and take further action where this is not having the desired impact.	Year on year increase of BME applicants with clear date reports	Louise Jones	November 2022	New NHS jobs platform so we will not have access to the same diversity information of applicants.	
		1b) Carry out at least 3 community engagement events focused on BME potential applicants including the use of social media.	BME communities will be become aware of career opportunities in the Ambulance service through engagement and by attending events	Louise Jones	March 2023	Events completed since April 2022 at Copthorne Hotel, Himley Hall Armed Forces Day (Black Country), Ludlow, Shrewsbury Football Club and Warwick	
		1c) Increase the % number of BAME applicants converting to appointments at all levels of the Trust compared to 21/22 figures.	Utilisation of the positive action commitment and representative panel members at interview to ensure fairness and equality.	Louise Jones	January 2023		
		1d) Continued support and develop the BME ONE network by developing/refreshing the Terms of Reference and	The BME ONE network will be a thriving entity for staff and the link to DISAG committee	M Ramzan ONE Network Chairs	March 2023		

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		through 1-2-1 meetings with network chairs.	providing updates				
	<b>Metric 4</b> <b>Promotion of current frameworks and processes that support BME career progression through non-mandatory and CPD development opportunities.</b>	4a) Offer mentor training for BME members of staff.	Mentor training offered to staff from a BME background through the ONE network supported by Organisational Development	Barbara Kozłowska ONE Network	March 2023	A reverse mentoring programme in E & U Ops with SOMs as mentees of more junior staff has just concluded, and a report is being prepared.	
		4b) Specific invitations to BME staff at all levels for appropriate development programmes from the OD Team and from the CEO to continue. Appropriate mentoring programmes put in place	Reverse mentoring programme delivered which will help career progression	Barbara Kozłowska	Nov 2022	A number of specific programmes continue to be offered by direct contact and promotion	
		4c) To promote and raise awareness of non-mandatory training and vacancies within the Trust to ONE network members and managers to help career development or progression.	ONE network members and SOMs from each hub will be signposted, sighted and aware of career opportunities and non-mandated training available to them for consideration and to be cascaded to	Barbara Kozłowska	November 2022	A number of specific programmes continue to be offered by direct contact and promotion.	

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			their staff				
	<p><b><u>Metric 8</u></b></p> <p><b>Discrimination from a manager/team leader or other colleagues in last 12 months against BME staff</b></p>	<p>8a) D&amp;I Lead to work with the ONE network, internal and external facilitators where appropriate as follows:</p> <p>Roll out the lessons learnt from the unconscious bias case study to the ONE network, managers and to DISAG and work to embed the learning into recruitment and induction packs.</p>	<p>Un/conscious bias case study and learning will have been rolled out to managers, been promoted through the weekly brief and will be added to the ONE network intranet page which will result in greater awareness by managers, supervisors and colleagues of the impact that discrimination can have on members of staff and thereby reducing negative behaviour.</p>	<p>Mohammed Ramzan</p>	<p>Dec 2022</p>		
		<p>8b) Promote and update the ONE intranet page with relevant information 4 times a year</p>	<p>Intranet site will be updated which will benefit staff members</p>	<p>One Network</p>	<p>March 2023</p>		
		<p>8c) Launch of the BLM toolkit on to the intranet site</p>	<p>Intranet site will be updated which will benefit staff</p>	<p>One Network</p>	<p>December 2022</p>		

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			members				
		8d) Engagement with the ONE network on significant issues having an impact on BME staff and or patients	Key decisions and policies will have had due consideration from service leads with appropriate engagement having taken place	EMB	Ongoing		
		8e) Establish an Equalities (BME) Champion for each Hub, who will raise issues and concerns to CTMs, OMs and SOMs, and will feedback to the ONE network meetings.	Key issues and trends emerging will be captured and will have been shared with ONE network which will result in better outcomes for staff and timely resolved, saving WMAS costs, of undertaking an investigation, and potential tribunal and reputational damage. A well supported and motivated staff who are valued will result in better performance, less	Nathan Hudson	March 2023		

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			sickness days and better patient outcomes.				
		8f) Embed expected Trust behaviours in civility & respect for all.  Action carried over from last year.	A development package on civility and respect is delivered and the NHS package is promoted resulting in change in behaviour.	Barbara Kozłowska	November 2022	Trust Vision and Values and currently under refresh, and a behavioural framework will be built to reflect those changes. The Executive Management Board will provide guidance on how these behaviours are to be measured and monitored. "Civility Saves Lives" was featured at the OD Conference in March of this year, with Chris Turner, a founding member, providing a session. Regular 1:1 and group sessions are delivered by OD on how to have vital conversations in the right way, and this is part of the Engaging Leaders and Engaging Leaders programmes. All PDR reviewers	

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						attend a session facilitated by OD on how to have effective PDR conversations, including supporting values, and dignity and respect. Element of Civility and Respect have been embedded into the rebranded resolutions policy (previous grievance) and Dignity at Work Policy	