

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 31st 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.	Recruitment <u>Metric 1</u> To achieve our aim: of continuing to increase the number of BME staff across the Trust in all areas	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	<p>New NHS jobs platform so we will not have access to the same diversity information of applicants.</p> <p>Report from April 2022 – Oct 2022 shows 0.3% increase compared to last year</p>	
		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	Vivek Khashu Louise Jones	March 2023	<p>Targeted BAME Recruitment Events completed since April 2022 at Himley Hall Armed Forces Day, Pedmore School of Technology, Apprenticeship National Event in Birmingham and community event in Warwick</p> <p>Need to plan and carry out events in Urban community venues (MR updates)</p> <p>Recruitment events delivered across the region and will continue throughout 23/24 – Full</p>	

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						report of events provided to People Committee as part of Recruitment Report	
		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	<p>ONE Network to promote and share these opportunities to members</p> <p>Recent fitness training completed with 20% of attendees from a BAME background</p> <p>Recruitment training ongoing but still with limited uptake from BAME colleagues</p>	
		1d) Continued support and develop the BME ONE network by developing/refreshing the Terms of Reference and through 1-2-1 meetings with network chairs.	The BME ONE network will be a thriving entity for staff and the link to DISAG committee providing updates	M Ramzan ONE Network Chairs	March 2023	<p>E&D Lead and the ONE Network chairs have continued to meet in September/October/November and also met the Chief with a view of strengthening and continuing to progress on Diversity and Inclusion agenda.</p> <p>Terms of reference were</p>	

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						<p>refreshed and further work is continuing to align the Tors for all the networks</p> <p>Chaz Dheensa allocated HR Manager buddy to provide professional guidance and support to the ONE Network</p> <p>All network chairs invited to participate in Leadership Academy development programme</p>	
	<p><u>Metric 4</u></p> <p>Promotion of current frameworks and processes that support BME career progression through non-mandatory and CPD development opportunities.</p>	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 ready to be presented to the Board of Directors..	
		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	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	

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		in place					
		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 their staff	Barbara Kozłowska	November 2022	A number of specific programmes continue to be offered by direct contact and promotion.	
	<u>Metric 8</u> Discrimination from a manager/team leader or other colleagues in last 12 months against BME staff	8a) D&I Lead to work with the ONE network, internal and external facilitators where appropriate as follows: 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.	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	Mohammed Ramzan	Dec 2022	To be completed Work is underway with SOM of Warwick Hub and OD lead and the E&D lead to pull together un/conscious bias training. Included the case studies into the mandatory workbook	

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			colleagues of the impact that discrimination can have on members of staff and thereby reducing negative behaviour.				
		8b) Promote and update the ONE network intranet page with relevant information 4 times a year	Intranet site will be updated which will benefit staff members	One Network	March 2023	Site launched live.	
		8c) Launch of the BLM toolkit on to the intranet site	Intranet site will be updated which will benefit staff members	One Network	December 2022	BLM Toolkit is ready to be uploaded once the intranet is up and running	
		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 Carla Beechey	Ongoing	In the past engagement and information on significant polices has been sent to the ONE network and this is set to continue. Eg VCOD policy, 111 service change.	
		8e) Establish a Diversity 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	Mohammed Ramzan	March 2023	Recruitment currently live. Closing date 16 th April 2023. Champions identified and approved by line manager.	

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			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 sickness days and better patient outcomes.			Training to take place mid July 2023.	
		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	Refreshed Trust Values, Culture Statement and behavioural framework agreed and being launched 10 th March 2023. Staff conversations will take place during April to carryout a Culture Review. "Civility Saves Lives" was featured at the OD Conference in March of this year, with Chris Turner, a founding	

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						<p>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 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</p>	