

## Action Plan to Support the Workforce Race Equality Standard (WRES) Submission 2019/20

Metric	EDI Objective	Action	Details	Responsible
All	-	Inform Trust about WRES results	<ul style="list-style-type: none"> <li>• Inform BAME Network</li> <li>• Inform Trust Board/WOD</li> <li>• Inform Divisions</li> <li>• Inform Staff</li> </ul>	EDI Lead Director of HR and OD EDI Lead/HRBP's Communications
5,6,8	1	Tackle bullying and harassment of and by staff and support staff to respectfully and successfully challenge problem behaviours.	<ul style="list-style-type: none"> <li>• Continue to promote 'Freedom to Speak Up' to all staff</li> <li>• Continue to encourage the take up of roles such as the Freedom to Speak Up Champion from our cohort of BME staff</li> <li>• Train managers to understand the impact and signs of bullying and harassment</li> <li>• Review bullying and harassment policy and process</li> </ul>	Director of Workforce and OD FTSU / Lia Lead
All including metric 3	4	Further develop the BAME Network	<ul style="list-style-type: none"> <li>• Continue to support the ongoing running of the network; ensure members are given time off to attend; promote and communicate the key areas of work to the rest of the organisation; encourage new membership; ensure Board level profile</li> </ul>	EDI Lead
All including 9	3&5	Promote and support inclusive leadership at all levels of the Trust	<ul style="list-style-type: none"> <li>• Evaluate and continue to develop the inclusive leader module of the Trust leadership programme.</li> </ul>	OD Team
1,2,9	3	Ensure as far as possible that the recruitment interview process is bias free	<ul style="list-style-type: none"> <li>• Scope the potential of recruiting and training cultural ambassadors to support the interview selection process.</li> <li>• Regularly monitor retention of BAME staff, reasons for leaving and take</li> </ul>	EDI Lead  Recruitment Manager

			appropriate action to improve retention figures	
7&4	2	Engage in local and national Initiatives to support and promote career development and leadership opportunities for BME staff	<ul style="list-style-type: none"> <li>• Continue to promote 'Stepping Up' (Bands 5-7) and 'Ready Now' (Band 8a or clinical equivalent) NHS Leadership Programmes</li> <li>• Continue to run the Merseyside Reciprocal Mentoring Programme</li> </ul>	<p>Director of HR &amp; OD</p> <p>EDI Lead and OD Team</p>
1	3	Work with local HEIs to increase the diversity of students training with us	<ul style="list-style-type: none"> <li>• Agree a plan with HEIs to bring a diverse number of students to the hospital that reflect our communities</li> </ul>	<p>Director of Workforce and OD</p> <p>Chief Nurse</p>
1	3	Work with local partners to promote Alder Hey as an employer and improve access to employment opportunities	<ul style="list-style-type: none"> <li>• Identify all local community groups and work with them to understand their local and cultural needs and to promote opportunities for training, recruitment, placements etc.</li> <li>• Continue working in partnership with local communities, schools, HEI's to let them know of the opportunities available in the Trust via Careers Fairs.</li> <li>• To continue working with local senior schools to support BTEC Health and Social Care Programmes.</li> <li>• Use the networks we already have to get</li> </ul>	<p>Recruitment Manager</p> <p>Vocational Placement Officer</p>

			referrals from existing BAME staff	
1	3	Support BAME people into work	<ul style="list-style-type: none"> <li>• Ensure our apprenticeship scheme is one of our key drivers in employment of staff from diverse backgrounds</li> <li>• Continue with the pre-employment programme, with a particular focus on attracting people from BAME backgrounds</li> </ul>	<p>Apprenticeship Manager</p> <p>EDI Lead and Recruitment Manager</p>
1	2	Give new BME starters a reason to stay	<ul style="list-style-type: none"> <li>• Review induction processes, and ensure we promote an inclusive and culturally sensitive organisation.</li> </ul>	OD Team
1	3	Include diversity in the Alder Hey Branding	<ul style="list-style-type: none"> <li>• Continue to review of all of our marketing and communications collateral to ensure it reflects a diverse workforce, families and patients</li> </ul>	Communications