

### Action Plan to Support the Workforce Race Equality Standard (WRES) Submission 2020/21

Metric	EDI Objective	Action	Details	Responsible
All	-	Inform Trust about WRES results	<ul style="list-style-type: none"> <li>• Inform BAME Networks</li> <li>• Inform Trust Board/WOD</li> <li>• Inform Divisions</li> <li>• Inform Staff</li> <li>• Inform Staffside</li> </ul>	EDI Lead Director of HR and OD EDI Lead/HRBP's Communications/HR Director of HR and OD
5,6,8	1	Tackle and reduce bullying and harassment of and by staff and support staff to respectfully and successfully challenge problem behaviours.  Tackle and reduce discrimination at work from a manager / team leader or other colleagues.	<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 BAME staff</li> <li>• Continue to train leaders and managers to understand the impact and signs of bullying, harassment and discrimination, as part of the leadership programme</li> <li>• Support the implementation of the revised Bullying and Harassment Policy, now named Respect at Work.</li> <li>• Trust will appoint a dedicated Board BAME Champion who will take the lead on addressing discrimination in the workplace.</li> <li>• Build a stronger BAME Network which we will work closely with Trust leads to address the priorities identified.</li> </ul>	Director of Workforce and OD FTSU Guardian / Lia Lead/ Network Chair  L&D and OD Team  EDI Lead and HRBP's/HRA's
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</li> </ul>	EDI Lead Involvement from HRD, Deputy HRD and HRBP's

			<ul style="list-style-type: none"> <li>membership; ensure Board level profile</li> <li>Review the terms of reference and ensure it is up to date with current changes</li> </ul>	EDI Lead/ Network Chair
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>	L&D and OD Team
1,2,9	3	Ensure that all recruitment interview processes are 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 exit interviews and take appropriate action to improve retention figures</li> <li>Ensure all recruitment panel chairs have taken part in the Trust Recruitment and Selection Training, which includes unconscious bias</li> </ul>	EDI Lead  Recruitment Manager  EDI Lead and HRBP's/HRA's  Recruitment Manager / L&D Team
7&4	2	Engage in local and national Initiatives to support and promote career development and leadership opportunities for BAME staff   Address and put steps in place to increase the number of BAME staff in senior roles/board level	<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> <li>Ensure promotion opportunities for BAME staff are accessible and relevant support is in place</li> </ul>	Director of HR & OD   EDI Lead and OD Team  EDI Lead / HR Director
1	3	Work with local HEIs to increase the diversity	<ul style="list-style-type: none"> <li>Agree a plan with HEIs to bring a diverse number of students to the hospital that</li> </ul>	Director of Workforce and OD/ EDI

		of students training with us	reflect our communities	Lead Chief Nurse
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 referrals from existing BAME staff on a regular basis</li> </ul>	EDI Lead Recruitment Manager  Vocational Placement Officer  EDI Lead  Network Chair/ members
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 and minority backgrounds</li> <li>Continue with the pre-employment programme, with a particular focus on attracting people from BAME backgrounds, by working with local BAME</li> </ul>	Apprenticeship Manager  EDI Lead and Recruitment Manager

			networks and advertising widely and sharing appropriately	
1	2	Give new BAME 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> <li>• Understand from BAME staff what it's like to work here at Alder Hey</li> </ul>	L&D Manager  EDI Lead / Networks
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 and local area.</li> </ul>	Communications/EDI Lead