

Black and Minority Ethnic (BME) Diversity Action Plan 2018/2019 (Supporting WRES Submission)

1. Improve the experience of BME Staff at Alder Hey		
ACTION	DETAILS	RESPONSIBLE
Tackle bullying and harassment of and by staff and support staff to respectfully and successfully challenge problem behaviours.	<ul style="list-style-type: none"> Promote 'Freedom to Speak Up' to all staff Encourage the take up of roles such as the Freedom to Speak Up Champion from our cohort of BME staff Use 'Fab Staff Change Week' in October 18 to specifically promote anti-bullying Training of managers to understand the impact and signs of bullying and harassment 	Director of Workforce and OD
Further development of the BME Network	<ul style="list-style-type: none"> Support the ongoing running of 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 	E&D Lead
Promote and support inclusive leadership at all levels of the Trust	<ul style="list-style-type: none"> Include cultural competence training in the Leaders Programme and evaluate the impact. Improve the understanding and recognition of managers and leaders of hidden and unconscious bias and its potential impact on patient care and staff experience Training managers in modern and unbiased recruitment methods 	OD Team
Ensure that the recruitment interview process is bias free	<ul style="list-style-type: none"> Internal audit of recruitment interview process to seek to identify reason(s) for the reduced likelihood of shortlisted BME candidates being appointed by comparison to shortlisted white candidates. Identify action as appropriate. Explore the potential of recruiting and training cultural ambassadors to support the selection process. Implement exit interview process and undertake audit of leavers 	Recruitment Manager

Engage in local and national Initiatives to support and promote career development and leadership opportunities for BME staff	<ul style="list-style-type: none"> Engage with RCN Cultural Ambassadors Programme Run the Merseyside Reciprocal Mentoring Programme 	Director of HR & OD E&D Lead
2. Increase the diversity of the workforce to truly represent the community we serve		
ACTION	DETAILS	RESPONSIBLE
Work with local HEIs to increase the diversity of students training with us	<ul style="list-style-type: none"> Agree a plan with HEIs to bring a diverse number of students to the hospital that reflect our communities 	Director of Workforce and OD Chief Nurse
Engage with local community groups and develop great relationships with them to promote Alder Hey as an employer	<ul style="list-style-type: none"> 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. Run a publicity campaign within communities, schools, community groups, housing association to let them know of the opportunities available in the Trust. 	Director of Workforce and OD Vocational Placement Officer
Supporting people into work	<ul style="list-style-type: none"> Ensure our apprenticeship scheme is one of our key drivers in employment of staff from diverse backgrounds Continue with the pre-employment programme, with a particular focus on supporting people from BME backgrounds We hold a series of outreach speaking events with some of our members on the BME steering groups in schools and other organisations to discuss the opportunities 	Apprenticeship Manager Recruitment Manager Vocational Placement Officer

Give new BME starters a reason to stay!	<ul style="list-style-type: none"> Review induction processes, and ensure we promote an inclusive and culturally sensitive organisation. Promote the benefits that are on offer such as childcare etc. 	OD Team
Ensure that the recruitment interview process is bias free	<ul style="list-style-type: none"> Internal audit of recruitment interview process to seek to identify reason(s) for the reduced likelihood of shortlisted BME candidates being appointed by comparison to shortlisted white candidates. Identify action as appropriate. Explore the potential of recruiting and training cultural ambassadors to support the selection process. Use the networks we already have to get referrals from existing BME staff 	Recruitment Manager Line Managers
Include diversity in the Alder Hey Branding	<ul style="list-style-type: none"> Review of all of our marketing and communications collateral to ensure it reflects a diverse workforce, families and patients 	Communications
Engage in national and local initiatives to support BME representation in the workplace	<ul style="list-style-type: none"> Take part in the BME Board mentor programme Implement a work experience scheme for young BME people 	Director of HR & OD OD Team