

WRES Action Plan - July 2016

<u>OBJECTIVES</u>	<u>Action Plan;</u>	<u>Progress / Update</u>	<u>Date</u>	<u>Owner</u>
1. To increase the number of BME staff at Alder Hey.	I. Data available via NHS jobs and ESR, analysis of data by recruitment manager to be monitored. Data that needs collating: a) Recruitment data b) Workforce profile data c) Are BME candidates applying and what percentage d) Training for interviews. e) Work on wording for adverts.	1. a) b)+c) Jul 16 - NHS Jobs data analysis completed. 11% of applications to AH are from BME groups, to increase BME staff by 1% per year (Trust goal) we need this to be 25% from BME applications (equates to an additional 30 staff per year). Last 12 months we recruited 31 BME staff, next year target is 60 staff. Need positive targeted recruitment to do this. HPB/SO met with job centre plus and skills for health organisation, HR working with both on initiatives to target underrepresented groups (further meeting on 8/8/16). d) 2 day corporate induction for new manager's developed to target recruitment and selection / equality issues. Due to commence sept 16. The additional 1 –day training to be offered to existing managers, recruitment process will be adjusted to ensure only trained managers can take part in recruitment processes e) revised wording now agreed and in place for new adverts confirming Trusts commitment towards increasing under representation of staff across minority groups.	Mid Aug	HPB/SO
	II. market the apprenticeship scheme more widely to staff internally	ii Progress to be reported on at next meeting	Oct 16	PT &HPB
			-	ACTIONED
2. Interventions to decrease discrimination.	I. Equality training for all new and existing managers as part of 2016 management development program	2 day corporate induction for new manager's developed to target recruitment and selection / equality issues. Due to commence sept 16. The additional 1 –day training to be offered to existing managers, recruitment process will be adjusted to ensure only trained managers can take part in recruitment processes.	Oct 16	PT &HPB
	II. Trade Union colleagues to speak to BME staff to gauge	Progress to be reported on at next meeting	Aug 16	MT/KT

	experiences			
	III. Review entry requirements of joiner to NHS-P	SO/HPB met with NHS-P to discuss current issues. NHS-P to attend next meeting	Aug 16	SO/HPB
3. Develop links with local communities etc to increase the number of BME staff at Alder Hey.	I. Rec plans updated with staff side to consider local links to other BME groups (e.g. local Chinese community) develop links as part of recruitment initiatives and education networks;	HA met with Pastor John and to be invited as link to community groups and to join this group. HA also met with BME community worker – lottery funded organisation (Renata) to request assistance with other links to community groups. Further progress to be updated at net meeting. HPB/SO met with job ctr plus and skills for health organisation, HR working with both on initiatives to target underrepresented groups (further meeting on 8/8/16).	Aug 16	HA
	II. invite schools to Alder Hey for an interest in a career in health care.	Progress to be reported on at next meeting	Aug 16	HPB/SO
	III. Extend membership of group	NHS-P/Pastor John / Renata (BME Comm wkr) to be invited to further meetings as and when.	Aug 16	VS
	IV. Review of apprenticeship and work experience candidates	Progress to be reported on at next meeting	Aug 16	HA/MT/KT /Abu
	V. Review of volunteers profiles	Progress to be reported on at next meeting	Aug 16	PD
4. Data held in ESR -	I. Issues regarding ESR updates (ESR 2 and employee self service roll out) to be reviewed by this group in terms of progress;	Currently there are delays with the implementation and roll out of ESR 2 (planned for Jun 16), which will result in changes to MSS and require training to all managers. As a result of this delay, the roll out of ESS will need to be deferred to avoid two sets of training in the system. HR to pilot ESS in smaller areas by Dec 16. Full roll to follow ESR 2 implementation (date to be confirmed).	On-going	SO
	II. Monitor likelihood of BME staff accessing non-mandatory training and CPD compared to	Progress to be reported on at next meeting	Aug 16	FF/PD

	<p>white staff. Also, produce training data in relation to the protected characteristics OLM data issues to be progresses with FF</p>			
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