

Workforce Race Equality Standard (WRES) 2015-16

Action Plan

Introduction

The Dorset CCG WRES report was published in July. Whilst the CCG performed relatively well in some of the indicators, it was agreed that an action plan will be formulated to work on improving our performance for 2015-2016.

The actions around the WRES will be incorporated into CCG equality and diversity action plan.

Action	Outcome	Due by	Progress review	RAG rating	Lead
Adoption of the WRES action plan	To ensure that there is a consistent approach to working towards compliance for 2016 and that the rest of the organisation are aware of this	14/9/2015	Plan has been approved		Corporate lead for E&D
Presentation on and identification of a Board lead for the WRES	Strategic opportunity to demonstrate their commitment to diversity and to leverage its potential to improve patient care	28/12/2015	Dr. Peter Blick is the GB E&D lead and will be briefed on the WRES		Corporate lead for E&D
Organise 'Unconscious Bias' training for Line Managers and staff included in recruitment with focus on the 'blind shortlisting' process	This can further enhance the self-awareness about peoples' differences and how unconscious bias can affect the interaction with staff	28/12/2015	Met up with workforce lead. Identified modules to incorporate in the CCG's management essentials training program. Roll out of this is expected from February 2016.		Workforce lead for training

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Organise conversations and analysis with BME staff about secondment, acting up and development opportunities	To work towards increasing the level of satisfaction across this indicator	31/4/2016	A meeting of some BME staff with the Governing Body Lead has been scheduled for May 2016.		Director and Governing body lead for Equality and Diversity
To promote recruitment links for any future NEDs and Lay members to diverse organisations and links	Share recruitment information with diverse contacts for them to raise awareness	ongoing	Information about vacancies has been cascaded to diverse organisations.		Engagement and Diversity Officer
To facilitate governing body members meeting directly with the BME workforce to hear, at first hand, their experiences of the workplace in terms of the WRES key indicators.	Further raise awareness of the WRES, enable better understanding around areas to improve	31/4/2016	The Governing Body Equality and Diversity Lead has agreed to meet any BME staff who wants to take up the opportunity. A meeting of some BME staff with the E&D Governing Body Lead has been scheduled for May 2016.		Director and Governing body lead for Equality and Diversity

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<p>To conduct a survey with the visible BME staff around the 5,6,and 7 indicators of the WRES</p> <p>5 KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p> <p>6 KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p> <p>7 KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion White BME White BME</p>	<p>Enable better understanding around areas to improve</p>	<p>18/2/2016</p>	<p>Analysis has been pulled from the staff survey of those who has self-identified as BME. The findings will form part of the final report.</p>		<p>Workforce Lead</p>
<p>Ensure that local</p>	<p>BME organisations are</p>	<p>ongoing</p>	<p>Web links to the NHS</p>		<p>Engagement and Diversity officer</p>

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vacancies link are periodically forwarded to diverse partners	more aware of local vacancies and may encourage more applications from these communities		Jobs page has been sent out local to diverse organisations.		
Retention interview of BME staff at same post or level for three years to evaluate reasons why they have not progressed and appraisal paperwork to include progression	This will help identify possible gaps in career progressions.	25/4/2016			Heads of services