

WRES ACTION PLAN 2019.

	Indicator	2017-2018	2018 - 2019	Narrative	Action	Progress
1.	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.	See report	See report		To keep under review	On-going. Now have our inspirational targets to aim towards
2.	Relative likelihood of staff being appointed from shortlisting across all posts.	1.9 times more likely that a BME candidate would be appointed compared to a white candidate	1.7 times more likely that a BME candidate would be appointed compared to a white candidate	BME staff continue to be more likely to be appointed from short listing	To keep under review and To continue to ensure Equality and Diversity is promoted throughout our recruitment and selection training	On-going
3.	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.	White staff are just as likely to enter formal disciplinary processes than BME staff (1.0 times)	White staff are 1.8 times more likely to enter the disciplinary process	BME staff are now less likely to enter the formal disciplinary process than white staff	To keep under review	On-going
4.	Relative likelihood of staff accessing non-mandatory training and CPD.	White staff are 1.9 times more likely to access non-mandatory training and CPD than BME staff	White staff are 1.5 times more likely to access non-mandatory training and CPD than BME staff	The occupational group with the largest BME representation is the medical workforce, whose training/CPD may	To keep under review and to work with the medical workforce and Training and Development to encourage all non-mandatory training and CPD to be recorded on the Trust's system	Awaiting details from Training and Medical Workforce Teams

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				not be as comprehensively recorded as Agenda for Change staff.		
5.	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White – 27% BME – 26%	White – 26% BME – 28%	This indicator has improved for white staff but declined 2% for BME	To review the provision of Violence and Aggression support for staff and promote zero tolerance	Anti-bullying week celebrated w/c 11 th Nov 19, Conflict resolution training in review
6.	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White – 25% BME – 24%	White – 27% BME – 28%	This indicator has shown a negative increase for both BME and white staff, however there is a larger increase for BME staff	To focus on BME awareness for staff including celebrating Black History Month	Black History Month celebrated across the Trust in October
7.	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White – 90% BME – 91%	White – 88% BME – 80%	This indicator has shown a negative decrease for both BME and white staff, however there is a significantly larger decrease for BME staff	Develop a local BME leadership course, look at development of positive action for senior position and to promote our career pathways	Notts Stepping Up Programme launched in Dec 2019. 6 out of 7 spaces filled by bands 3-6 staff. Also a work stream looking at an inclusive

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						workforce created in 2019 which will consider positive action
8.	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following b) Manager/team leader or other colleagues	White – 6% BME – 8%	White – 6% BME – 13%	This indicator is unchanged for white staff but declined 5% for BME	To keep under review and to review results with the BME staff support network and Freedom to Speak Up Guardian	Reviewed results with network. No additional actions recommended. Now 2 BME FTSU Champions
9.	Percentage difference between the organisations' Board voting membership and its overall workforce.	Board - 100% White Workforce - White 88.85%	Board – 92.31% White 7.69% BME Workforce – White 88.25% BME 9.97% Not stated/undefined 1.78%	Local demographic 95.5% white In the last 12 months, board representation has improved and is now in line with the local demographic	To keep under review	On-going