

Appendix A

Workforce Race Equality Scheme: Action Plan - 2017/18

Action	Description	Responsible	By When	WRES Indicator
Refreshing Governance of WRES	Set up an 'Equality and Inclusivity Steering Group' to take responsibility for setting and monitoring the Trust's equality and diversity strategy. Chaired by the Chief Operating Officer and Director of Workforce and Organisation Development. Reports into Quality and Risk Board committee	COO/Director of Workforce and OD	Q4 17/18	
Bullying 'call to action'	Participating in the national "Bullying Call to Action" Programme and through this raise awareness of understanding of bullying, harassment and how it can be effectively tackled. Opportunity for joint working with staff side representatives as this is key priority for Trade Unions.	Dir Workforce & OD	Commence Q4 17/18	
Freedom to Speak up Guardian	Requirement to implement fully the Freedom to Speak up Guardian role. Open advert for 0.5/1 day per week post. Identified governor to support FtSuG.	Dir Workforce & OD	Commence Q4 17/18	
Unconscious bias training	Training for recruiting managers to understand and compensate for unconscious bias, particularly in the recruitment process.	Leadership Team	Commence Q1 18/19	
Governor and Board Recruitment	Ensure applications for non-executive and governor positions from a more diverse selection of applicants are encouraged.	Trust Secretary	Commence Q1 18/19	