

ECCH Workforce Race Equality Standard (WRES) Action Plan 2018/19

The Workforce Race Equality Scheme (WRES) action plan has been developed to ensure we focus on actions that will make a real difference to the experiences and treatment of Black and Minority Ethnic staff working within East Coast Community Healthcare CIC (ECCH).

In addition to this WRES action plan, ECCH are reviewing its key objectives relating to equality, diversity and human rights. The NHS Equality and Diversity Delivery System 2 (EDS 2) will be used as a framework in outlining our action plan for implementing equality and human rights and to aid us in fulfilling our duties. This process will allow us to monitor and assess our performance and we will be able to develop and build on our already established good practice. EDS 2 will complement our Equality, Diversity and Human Rights Policy and set out our public commitment in respect of this area.

This WRES action plan, together with the EDS 2 action plan, will be monitored by the Board on a quarterly basis and the progress will be regularly reviewed with our Equality and Diversity Steering Group.

Action	Lead	Due Date
1. Approve Plan <ul style="list-style-type: none"> • Submit report on WRES with Action Plan for 2018/19 to Board. 	Deborah French, Director of Human Resources	31/07/18
2. Review Indicators <ul style="list-style-type: none"> • Communicate the 2018/19 WRES position and action plan to: <ul style="list-style-type: none"> ○ Shareholder Council ○ All staff via ECCH Weekly Update • Work to address any data shortcomings and to understand and address the concerns raised in the organisation's WRES baseline data 	Deborah French, Director of Human Resources	30/09/18 Ongoing
3. WRES Intervention <ul style="list-style-type: none"> • To ensure that Workforce Race Equality is an integral part of the terms of reference for the Equality and Diversity Steering Group 	Deborah French, Director of Human Resources	31/10/18

<ul style="list-style-type: none"> • Highlight importance of respect and equality within ECCH through our 'Signature Behaviours' and 'ABCD Commitments' • Undertake a thematic review of incidents • With the guidance of the Group, support interventions identified as appropriate (for example, this may include a patient facing publicity campaign) 	Executive Team	Ongoing
<p>4. Review recruitment, selection and induction systems and processes</p> <ul style="list-style-type: none"> • Review to ensure representative panels and appropriate selection methods • Support for new BME recruits (buddy / mentors) 	Lisa Henderson, HR Business Partner - Resources and Workforce Planning Lead	30/12/18
<p>5. Review all Equality, Diversity and Inclusion training provision</p> <ul style="list-style-type: none"> • WRES awareness (core skills) – Ensure appropriately embedded within all in-house training provision, in particular within our People Matter management training series • Arrange tailored training for Board and the Executive Team direct reports, this will include: <ul style="list-style-type: none"> ○ Conscious and Unconscious Bias ○ Cultural and Behavioural Awareness 	Cheryl Jarvis, Training & Development Lead	30/12/18
<p>6. Promote the use of Self Service and increase self-reporting of ethnicity and protected characteristics</p> <ul style="list-style-type: none"> • Promote ESR Self Service via general and targeted communications to all staff to actively encourage staff to view the data we hold about them in relation to the protected characteristics, and for staff to update their information accordingly and flag any inaccuracies. 	Rachel Marshall. HR Advisor – Systems and Workforce	30 Dec 2018
<p>7. Review and report on progress</p> <ul style="list-style-type: none"> • Demonstrate progress towards closing the differences between the treatment and experience of White and BME staff • An annual report will be made to Board, comprising the WRES data and the associated WRES Action Plan, highlighting issues in moving towards workforce race equality, progress made and action required to make further progress 	Deborah French, Director of Human Resources	Ongoing