

	<b>Lead</b>	<b>Deadline</b>	<b>Outcomes</b>	<b>RAG</b>	<b>Metric</b>
Roll out Moving Forward – Cohort 2 for BME staff at bands 5/6	LP	September 2016	Participants are equipped with the skills & knowledge to apply for more senior roles.		Indicator 7
Review and develop recruitment & selection processes and training to include cultural competences & unconscious bias	HM	December 2016	Managers are equipped with the skills & insight to recruit effectively		Indicator 2
Review disciplinary data for 2015/2016 to investigate why BME staff are more likely to be part of a formal process.	WH	September 2016	Better understanding of why BME staff enter a formal investigation so that appropriate interventions can be developed.		Indicator 3
Undertake a survey of BME staff to understand why staff satisfaction rates around career progression have fallen in particular services and occupational groups	AL	September 2016	Clarity over issues/ concerns & an ability to design appropriate and targeted interventions to improve staff satisfaction rates		Indicator 7 / 2
Implement recommendations from the review of staff networks	FS	December 2016	More effective staff networks whose work aligns with the Trusts corporate objectives		Indicator 7
Develop and rollout cultural competence training for staff	LP	December 2016	Staff understand the invisible and visible aspects of culture and how culture impacts on staff, teams, meetings and communication.		Indicator 2

Work with Y&H HEE to implement a range of interventions to assess organisational readiness for change around Equality and inclusion, including Workshops	FS	April 2017	Organisation has a clear understanding of its current readiness to change and what interventions need to be put in place to support the necessary change		All
Work with Y&H HEE to develop agents for change across the Trust who will have an explicit responsibility to promote Inclusion and Equality across the Trust.		April 2017	Staff are more aware of I&E and the benefits it brings to patient and service users.		All
Undertake analysis about those teams/services that have reported experiencing discrimination at work to better understand issues and a possible solution	AL	December 2017	Appropriate interventions are in place to reduce discrimination.		8