

Appendix 1 – WRES and WDES Action Plan

Standard	Deliverable	Timescale
WRES/WDES	Compliance:	
	Reporting of progress and concerns to the Trust Board via the Workforce and Equality Committee.	April 2022
	Annual analysis and submission of the data to NHS England.	August 2022
	Development of a Belonging and Inclusion Plan that brings together EDI Workforce and Operational Objectives into one document.	November 2022
	Keeping up to date with national WRES and WDES developments including national benchmarking and good practice requirements.	Ongoing
	Implementation of the West Yorkshire and Harrogate Health and Care Partnership BAME Leadership Plan.	Ongoing
WRES/WDES	Staff Engagement:	
	Ensure the Trust has thriving staff networks.	Ongoing
	Deliver a calendar of Diversity events.	
	Run focus groups and ongoing dialogue with staff relating to the Belonging and Inclusion Plan	Bi-annually
WRES/WDES	Abuse, Bullying and Harassment:	
	Developing an inclusive culture programme across the Trust.	July 2022
	Develop associated Sharepoint Pages that support the programme.	August 2022
	Oversee the Bullying and Harassment Support Officers (20 staff) – training, supervision, troubleshooting, reporting on their contacts to identify hotspots and trends	4 monthly meetings
	Support implementation of the Racial and Other Types of Abuse from Service Users and the Public Policy within services. Training programme offered to staff alongside the policy.	June 2022
WRES	Review Disciplinary data and cases, disciplinary policy and processes propose a plan for change in line with just culture.	August 2022
	Develop an Anti-Racism tool kit	December 2021

	Prepare for Implementation of the Medical Workforce Race Equality Standard.	Awaiting info
WRES	Recruitment and Representation:	
	Review Recruitment and Selection data and processes.	August 2022
	Review the BAME representation in recruitment processes at band 8a and above.	May 2022
WDES	Unconscious Bias training targeting into under-represented hotspots and into recruitment and selection training.	February 2022
WDES	Review of Reasonable Adjustments:	
	Launch of the Disability Policy and resources.	January 2022
	Launch of the Reasonable Adjustments Guidance and equipment ordering Standard Operating Procedure.	January 2022
	Compliance with the disability confident employer standards.	June 2022
	Promotional campaign to raise awareness of staff in how, where and what to share to increase the number of staff sharing information about their health and wellbeing – specifically long-term conditions and disabilities.	September March 2022
	Disability passport development - The main purpose of a Disability Passport is to: <ul style="list-style-type: none"> • make sure that everyone is clear and has a record of what adjustments have been agreed • reduce the need to re-assess adjustments every time you change jobs, are relocated or are assigned a new manager • provide you and your line manager with the basis for future conversations about adjustments. 	January 2022