Kent Community Health
NHS Foundation Trust

WRES ACTION PLAN
2018-2019

1.	Issue	BME applicants appear to be less successful through our recruitment processes than White British applicants		
	What's already in place?	Recruitment Policy; Shortlisting through TRAC requires rationale for shortlisting; At least 2 people required to shortlist; Interview assessment sheets require scoring, recruitment training reviewed by network leads and amended, unsuccessful candidates surveyed for feedback, recruitment website images representative of population.		
	Agreed Actions	**Outcome**	**By who**	**Action due date**
1.1	Conduct more detailed analysis of the WRES indicator for recruitment outcomes by Directorate to target interventions and improvements. Provide data to WEG.		Workforce Manager	**13th September 2018**
1.2	Head of Resourcing has commissioned a recruitment audit to establish if there are any issues and trends during recruitment and selection processes that need to be addressed. Findings to be submitted to WEG.		Head of Resourcing	**13th September 2018**
1.3	Procure further unconscious bias training sessions with the Trust top recruiters, OD BPs and ER team as target audience.		Head of Employee Relations and Corporate Business Partnering Education and Workforce Development Lead (Quality)	**30th September 2018**
1.4	Complete the actions agreed to in the Trust BME Nurse progression action plan SBAR report BME Nurse progression up		Head of Employee Relations and Corporate Business Partnering Deputy Chief Nurse BME network chair	**31st March 2019**
1.5	Pilot multiple mini interview approach to		Head of Resourcing	**31st December 2018**

	selection with top recruiters and evaluate results		Head of Employee Relations and Corporate Business Partnering Deputy Chief Nurse	

2	**Issue**	**Through the staff survey BME staff report higher levels of bullying, harassment or abuse from colleagues/managers than White British staff.**		
	What's already in place?	Bullying and Harassment strategy in place. Freedom to Speak Up Policy, Freedom to Speak Up Guardian in post, BME Staff Network there for support and advice		
	Agreed Actions	**Progress Update**	**By who**	**Action due date**
3.1	No bullying here campaign to be delivered in partnership with Coms, Staff side and BME network chair.		Head of Employee Relations BME Network chair	**31st March 2019**
3.2	Develop and deliver a programme of Facilitated conversation training to BME, staff side and HR/OD staff that meet the agreed criteria for delivering Facilitated conversations		Staff side Convener	**31st December 2018**
3.3	Deliver investigation training to the BME network chair and other BME staff at an appropriate level to conduct disciplinary investigations.		HR Manager	**31st December 2018**
3.4	Conduct more detailed analysis of the WRES indicator for likelihood of entering into formal disciplinary processes by Directorate to target interventions and improvements. Provide data to WEG.		Workforce Manager	**13th September 2018**

3	**Issue**	**A higher percentage of BME staff report experiencing discrimination at work in the last 12**

		months		
	What's already in place?	Equality and Diversity Policy; Equality and Diversity session at corporate induction includes 'No Bystanders' film; Equality element included in all HR policies. Violence and Aggression Policy includes process for advising violent/aggressive patients.		
	Agreed Actions	**Outcome**	**By who**	**Action due date**
4.1	Head of Employee Relations to attend BME network meeting to discuss issues and agree actions		Head of Employee Relations and Corporate Business Partnering BME network chair	**10th September 2018**

4	**Issue**	**There is a lower level of perception amongst BME staff reported in the 2017 staff survey that the Trust provides equal opportunities for career progression or promotion**		
	What's already in place?	Education and workforce development policy, appraisal policy and Trust talent management strategy and talent pool. Managers' guidance on career development discussions.		
	Agreed Actions	**Outcome**	**By who**	**Action due date**
5.1	Complete the actions agreed to in the Trust BME Nurse progression action plan SBAR report BME Nurse progression up		Head of Employee Relations and Corporate Business Partnering Deputy Chief Nurse BME network chair	**31st March 2019**
5.2	Conduct an analysis of appraisal rating and progress to the Trust talent pool by ethnicity and report findings with suggested actions to the WEG		Education and Workforce Development Lead (Quality)	**19th November 2018**
5.3	Attend a BME network meeting to discuss the data relating to career progression and agree actions for improvement of perception and experience.		Head of Employee Relations and Corporate Business Partnering BME network chair	**10th September 2018**