WRES ACTION PLAN 2023

Action	Progress/ Issues/ Risks	Target date	Status	Committee	Lead
Inclusion Strategy and Action Plan launched September 2023	Action Plan to be reviewed at each EDI monthly meeting	Ongoing March 2024	Launched ongoing	People & Culture	CPO & Associate CPO
NED EDI lead	To be agreed by Board	Dec-23	In Progress	Board	Chair
Dedicated EDI Lead, resource and expertise	Trust People Services structure revisited to include EDI lead and OD and Inclusion Team	Complete Review 31.08.24	Appointment of Associate CPO on secondment for 12 months Workstream lead on EDI for Trust and with ICS	People	CPO/ CEO
EDI Committee	Review of Terms of Reference Representation across Trust on monthly meetings. Chaired by Associate CPO	Complete	In Progress	People & Culture	CPO
System EDI network	Associate CPO attends System EDI network meeting for the Trust Link in with System Ethnic Diverse network group	Ongoing	In Progress	People & Culture	CPO

Action	Progress/ Issues/ Risks	Target date	Status	Committee	Lead
Set up Ethnic Diverse Staff Network	Set up to meet monthly Executive sponsor/ally appointed Encourage allies to join the network	Mar-24	Ongoing	People & Culture	CPO
Staff Listening Events to develop Inclusion Strategy and Action Plan	Staff attending events to provide ideas and views for the Inclusion Strategy Action Plan Guest speaker ICS Equality Network Chair	Jun-23	Completed	People & Culture	CPO
Leadership development programme	A Leadership Development Programme with various cohorts, and staff with protected characteristics encouraged to attend	Mar-24	In Progress	People & Culture	CPO
Review of Induction process	Ensure induction process has sufficient focus on E,D&I and promotion of Staff Network Groups	Dec-23	Under Review	People & Culture	CPO
Review calendar of events to celebrate	Communications team and OD and Inclusion Team have developed relevant national and local events relating to protected characteristics.	Mar-24	Ongoing	People & Culture	CPO
Encourage and improve recording of ethnic diverse data	Trust Workforce Information Lead has identified actions to improve capture of ethnic diverse data.	Mar-24	In Progress	People & Culture	CPO
Encourage staff to complete Staff Survey	Improve on 52% completion rate of 2022 staff survey. Associate CPO visiting teams and managers Drop in sessions for staff to complete during work time Looking for improvement rate of staff experiences who have an ethnic diverse background	Nov-23	In progress	People & Culture	CPO

| Action	Progress/ Issues/ Risks	Target date	Status	Committee	Lead
EDI newsletter	Draft in place for roll out to staff Links to ICS newsletter and events	Mar-24	First newsletter due in November 2023	People & Culture	CPO
Ethnic diverse representation at Board	Review turnover and where vacancies exist, ensure adverts have a statement of welcome of applicants with protected characteristics	Mar-24		People & Culture	CPO
ImproveWell app	Launch of digital engagement solution app, to capture real time staff feedback of experiences. Pilot in Theatres November/December 2023	Mar-24		People & Culture	CPO
likelihood of appointment from shortlisting	Continually review and monitor our recruitment processes to ensure they are accessible for all. Continue with Recruitment Open days to assist communities in applying for Trust vacancies and understanding what the barriers might be	Mar-24		People & Culture	CPO
Improve career progression in clinical roles (lower to middle levels)	Understanding any barriers to progression through feedback and discussion with Ethnic Diverse Staff network group Review framework and opportunities to progress	Mar-24		People & Culture	CPO
Experience of discrimination from a manager/team leader or other colleagues	The Trust recognize this is unacceptable, and will continue to promote all Freedom to speak up processes, review staff survey feedback, and regularly communicate with staff that the Trust and ICS has a zero tolerance policy to discrimination	Mar-24		People & Culture	CPO

Looking after our people

Belonging in the **NHS**

Growing for **the future**

New ways of **working** and **delivering care**

We are **compassionate** and **inclusive**
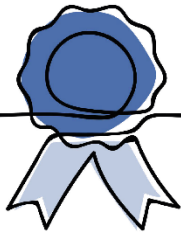
We are **recognised** and **rewarded**
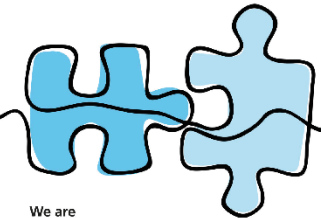
We each have **a voice that counts**
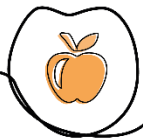
We are **safe** and **healthy**

We are **always learning**

We work **flexibly**

We are **a team**

Prioritising the **Health** & **Wellbeing** of all **Our People**

Creating a **Great Employee Experience**

Ensuring **Inclusion** & **Belonging** For all

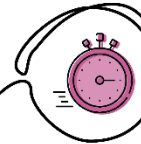**Supporting** & **Developing** the **People Profession**

Harnessing the **Talents** of all **Our People**

Leading **Improvement, Change** & **Innovation**

Embedding **Digitally** Enabled **Solutions**

Enabling new ways of **Working** & **Planning** for the **Future**