

**Workforce Race Equality Standard
Northumbria Healthcare NHS Foundation Trust
Action plan 2018-19**

Indicator	Indicator implications	Action to be taken	Timescale	Who is responsible for delivery?
<p>Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.</p>	<p>Overall BME workforce 5.4%. Workforce breakdown: Non-clinical White 33% BME 1% Clinical White 61% BME 5%</p>	<p>Develop a long term plan to targeted recruitment events in BME communities/groups. Further work to encourage the 137 staff who did not self-report their ethnicity across all grades across the organisation to provide this data using staff incentive programmes as a means of updating this data. Refresh current staff BME network and work with E&D allies to identify actions in response to the WRES report.</p>	<p>Dec 2019 April 2019 September 2018</p>	<p>Claire Coe/Jaclyn Armstrong Claire Coe/ Communications Patrick Price</p>
<p>Relative likelihood of staff being appointed from shortlisting across all posts.</p>	<p>BME candidates appear to be less likely to be appointed from shortlisting. White staff are 1.70 more likely to be appointed from shortlisting.</p>	<p>Review data on TRAC to show an accurate figure of candidates from BME backgrounds appointed from interview. This review will influence future action plans in tackling any unconscious bias. . Continue to raise awareness of unconscious bias in the recruitment process through R&S training. To explore further Unconscious Bias training for all leaders and managers within the Trust</p>	<p>March 2019 Ongoing Ongoing</p>	<p>Jaclyn Armstrong Jaclyn Armstrong Kristina Henry</p>

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<p>Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.</p>	<p>Data shows that the relative likelihood of BME staff entering the formal disciplinary process in 2017-18 was 1% higher.</p>	<p>Reviewing current reporting mechanism for recording this data and link to ESR to increase visibility and accuracy.</p> <p>Continue to cover unconscious bias training in R&S training and in-house disciplinary training packages.</p> <p>To explore further Unconscious Bias training for all leaders and managers within the Trust</p> <p>Continue monitoring data and ensure accuracy and completion of data.</p>	<p>March 2019</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Michelle Molloy</p> <p>Jaclyn Armstrong</p> <p>Kristina Henry</p> <p>Michelle Molloy</p>
<p>Relative likelihood of staff accessing non-mandatory training and CPD.</p>	<p>BME candidates appear to be less likely to be access non-mandatory training and CPD. This has dropped for 0.79 to 1.23 from previous year</p>	<p>Network group to identify actions in response to the WRES report on how this can be improved.</p> <p>Explore the development of BME leaders/managers to become mentors for fellow BME staff on career development/aspirations.</p>	<p>September 2018</p> <p>September 2019</p>	<p>Chair of Network Group/Claire Coe</p> <p>Jane Christie/Claire Coe</p>
<p>Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.</p>	<p>Data shows an increase from 23.2% to 26.2% for white staff and from 21.2% to 31.8% for BME. This is significantly higher.</p>	<p>Promotion of zero tolerance for bullying and harassment within the Trust;</p> <p>Continue with mandatory conflict resolution training for staff in patient facing roles;</p> <p>Real-time staff survey and creation of tool kit to support staff/leaders should</p>	<p>Ongoing</p> <p>Ongoing</p> <p>October 2018</p>	<p>Jane Falconer</p> <p>Learning & Development</p> <p>Claire Coe/Annie</p>

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		<p>they encounter issues with their relationships with patients, relatives or the public..</p> <p>Development of BME Focus groups to look at particular issues around BME staff experience. Learning from feedback and influence Engagement and Inclusion action plan.</p> <p>BME Network Group to identify actions in response to the WRES report on how this can be improved.</p>	<p>August 2018</p> <p>September 2018</p>	<p>Laverty</p> <p>Estwar Sanichar/ Claire Coe</p> <p>Chair of Network Group/Claire Coe</p>
<p>Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.</p>	<p>Data shows an increase from 16.7% to 19% for white staff and from 14.7% to 32.6% for BME. This is significantly higher.</p>	<p>Promotion of zero tolerance within the Trust for bullying and harassment with the promotion of policies which provide clear guidelines (Dignity at work policy and Equality, Diversity and Human Rights Policy).</p> <p>Real-time staff survey and creation of tool kit to support staff and managers</p> <p>BME Network Group to identify actions in response to the WRES report on how this can be improved.</p> <p>Work closely with Freedom to Speak Up Guardian to promote the service and address/create action plan of issues/themes in work areas.</p>	<p>Ongoing</p> <p>October 2018</p> <p>September 2018</p> <p>September 2018</p>	<p>Jane Falconer</p> <p>Claire Coe/Annie Laverty</p> <p>Chair of Network Group/Claire Coe</p> <p>Claire Coe/ Kirsty Dickson</p>
<p>Percentage believing that trust provides equal opportunities for career progression or promotion</p>	<p>Data shows a decrease from 95.2% to 94.3% for white staff and from 91.7% to 80.7% for BME. This is significantly lower.</p>	<p>Explore the development of BME leaders/managers to become mentors for fellow BME staff on career development/inspirations.</p>	<p>September 2018</p>	<p>Jane Christie/Claire Coe</p>

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		<p>Publicise BME role models and highlight their visible role within the organisation.</p> <p>BME Network Group to identify actions in response to the WRES report on how this can be improved</p>	<p>Ongoing</p> <p>September 2018</p>	<p>Jane Falconer</p> <p>Chair of Network Group/Claire Coe</p>
<p>In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues</p>	<p>Data shows we saw a decrease from white staff 5.1% to 4.7%. For BME data shows an increase from 6.1% to 20.9%. This is significantly higher.</p>	<p>Promotion of zero tolerance within the Trust for bullying and harassment with the promotion of policies which provide clear guidelines (Dignity at work policy and Equality, Diversity and Human Rights Policy).</p> <p>Real-time staff survey and creation of tool kit to support staff and managers</p> <p>BME Network Group to identify actions in response to the WRES report on how this can be improved.</p> <p>Work closely with Freedom to Speak Up Guardian to promote the service and address/create action plan of issues/themes in work areas.</p>	<p>Ongoing</p> <p>October 2018</p> <p>September 2018</p> <p>September 2018</p>	<p>Jane Falconer</p> <p>Claire Coe/Annie Laverty</p> <p>Chair of Network Group/Claire Coe</p> <p>Claire Coe/ Kirsty Dickson</p>
<p>Percentage difference between the organisations' Board voting membership and its overall workforce.</p>	<p>BME board member representation currently at 13.3% which exceeds overall workforce representation of 5.4%.</p>	<p>Maintain positive BME board representation.</p> <p>Publicise BME Board members as role models and highlight their visible role within the organisation.</p>	<p>Ongoing</p>	<p>Jane Falconer</p>