

WRES Race Action Plan

Trust: University Hospitals Bristol & Weston NHS Foundation Trust
Year: 2022

**Primary author(s)
of this Action Plan** People EDI Manager



Plan endorsed by: EDI Steering Group

**Sources of
information
underpinning the
Plan:** UHBW EDI Strategy 2020/2025, UHBW People Strategy,
UHBW EDI Action Plan 23/24

	<i>Please specify which actions are different to current practice, and which are continuation</i>	<i>Please specify KPIs and timelines for monitoring the actions</i>	<i>How will actions be made sustainable</i>
Actions around WRES Indicator 1: Recruitment and Promotion	Identify local pipelines for growing talent within diverse communities through continuing programmes like Work Experience or traineeships, and new ones like T levels. Develop a BNSSG stepping up programme for our ethnic minority, disabled and LGBTQ+ colleagues. Implement the Stay and Thrive programme for Internationally Education Nurses to promote development and career progression.	Full detail to be found in EDI Action Plan, Objective 6 To be achieved by end of quarter 4	If pilot of programme is successful, it will become Business As Usual (BAU)
Actions around WRES Indicator 2: Appointments	Introduction of balanced shortlisting for BAME staff on all roles above Band 8a Introduction of a quarterly outreach recruitment event approach to target a more diverse candidate pool and simplify the application and selection process	Full detail to be found in EDI Action Plan, Objective 9 To be achieved by end of quarter 3	If pilot of programme is successful, it will become Business As Usual (BAU)
Actions around WRES Indicator 3: Disciplinary	Development and implementation of a 'Respecting Everyone' framework with the ambition to: * Improve early resolution and reduce cases of bullying and harassment, conduct, capability and grievance. * Improve colleague survey results for violence and aggression and bullying and harassment. * Receive positive colleague survey results on all other areas of working relationships	Full detail to be found in EDI Action Plan, Objective 7 To be achieved by end of quarter 3	New processes will be written into policy and become BAU
Actions around WRES Indicator 4: Education	Establish and promote clear learning and education offers for colleagues. Work with partners to develop system wide educational tools, learning materials and training programmes, such as essential training, IEN OSCE training across the ICS that are accessible for all staff.	Full detail to be found in EDI Action Plan, Objective 6 To be achieved by end of quarter 4	Successful practices will become BAU
Actions around WRES Indicator 5: Bullying Harrasment from Public	Development and implementation of a 'Respecting Everyone' framework with the ambition to: * Improve early resolution and reduce cases of bullying and harassment, conduct, capability and grievance. * Improve colleague survey results for violence and aggression and bullying and harassment. * Receive positive colleague survey results on all other areas of working relationships	Full detail to be found in EDI Action Plan, Objective 7 To be achieved by end of quarter 3	New processes will be written into policy and become BAU

Actions around WRES Indicator 6: Bullying Harrasment from Staff	Development and implementation of a 'Respecting Everyone' framework with the ambition to: * Improve early resolution and reduce cases of bullying and harassment, conduct, capability and grievance. * Improve colleague survey results for violence and aggression and bullying and harassment. * Receive positive colleague survey results on all other areas of working relationships	Full detail to be found in EDI Action Plan, Objective 7 To be achieved by end of quarter 3	New processes will be written into policy and become BAU
Actions around WRES Indicator 7: Equal opportunities	See Indicator 1 & 2		New processes will be written into policy and become BAU
Actions around WRES Indicator 8: Discrimination from a Leader	Development and implementation of a 'Respecting Everyone' framework with the ambition to: * Improve early resolution and reduce cases of bullying and harassment, conduct, capability and grievance. * Improve colleague survey results for violence and aggression and bullying and harassment. * Receive positive colleague survey results on all other areas of working relationships	Full detail to be found in EDI Action Plan, Objective 7 To be achieved by end of quarter 3	New processes will be written into policy and become BAU
Actions around WRES Indicator 9: Board Representation	Introduction of balanced shortlisting for BAME staff on all roles above Band 8a Facilitate Network leads to feedback on staff Board stories through Executive Sponsors	Full detail to be found in EDI Action Plan, Objectives 8 and 9 To be achieved by end of quarter 2	New guidelines will form part of recruitment policy and will become BAU
Other components of trust plan	All actions are incorporated in the UHBW action plan 23/24 and aligned to the People Strategy. More actions, building on these themes will be developed for the 24/25 action plan, which will be available by the end of Q4 (March 2024)		All objectives will be monitored by the quarterly EDI Steering group and reported to Trust Board via the EDI Biannual reports