

WRES Action Plan 2024/2025

Indicator information from the latest report

Action 1 - Based on our latest data, there has been improvement in representation of BME staff across most Agenda for Change Bands, including at Band 8D and Band 9 as well as across medical roles, which is positive for the Trust and reflects improved diversity in representation.

Action plan in detail

Supporting local people through employability programmes.

Pastoral service for new starters who have gained employment through an employability programme.

Evaluation of the role of the Black, Minority & Ethnic (BME) advisor in the recruitment process.

Lead: Widening Participation and apprenticeship teams, EDI team, Inclusive Recruitment group & Recruitment team.

Establishment: EDI Priorities 2024/2025

Action 2 - The Trust has also shown a marked improvement in parity for BME staff with their white colleagues in appointment from shortlisting and there has been a decline in the number of BME staff going through disciplinaries. ARC Leadership Programme.

The number of BME staff entering a formal disciplinary process reduced by 50%.

There is steady improvement in the number of BME staff who are accessing non-mandatory training and Continued Professional Development (CPD).

In regard to the percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months, we have recorded the best data for this indicator since 2019 for both White and BME staff.

We can see an improvement for the percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months for both White and BME. However, it should be noted that despite the improvement for BME staff, we are still above the average.

It is good to see improvement for all staff in relation to believing that the Trust provides equal opportunities for career progression or promotion.

These are good performance results, and this reflects the work that is being undertaken continue to advance race equality at the Trust.

There are however areas that require improvement for example, there has not been progress made in the increase in representation of BME staff in pay Band's 8C and we have seen a decline in BME representation in Very Senior Manager (VSM) roles where BME staff are significantly under-represented relative to the number of BME employees in the Trust and within the wider population that we serve.

Action plan in detail

Cultural Ambassador (CA) Programme Review.

Creating a positive culture of compassion & inclusion – Restorative People Management Programme, deploying a 'Just & Learning' approach to People management.

Compassionate & Inclusive Leadership for all line managers & staff members.

Creating a positive culture of compassion & inclusion – Restorative People Management Programme, deploying a 'Just & Learning' approach to people management.

Continue to roll out the ARC Team Effectiveness Programme. Conflict Resolution & Mediation Support. Talent Management – the aim of this intervention is to create a career development framework which is tailored to the specific needs of the individual participant, providing bespoke career development support alongside a range of experiential learning opportunities.

SWB has signed up to the Race Code & successfully achieved the Race Code Quality Mark in May 2024. A SWB Inclusive Talent Management Programme has been launched to focus on addressing the under-representation of specific demographics within senior leadership roles, Band 8c – VSM. Evaluation of the role of the Black, Minority & Ethnic (BME) Advisor in the recruitment.

Specific measures intended to target underrepresented groups (BME & Disability) at Band 7 and above. Supporting local people through employability programmes.

Talent Management – the aim of this intervention is to create a career development framework which is tailored to the specific needs of the individual participant, providing bespoke career development support alongside a range of experiential learning opportunities. The first cohort of staff to join this programme are the 6 SWB staff that participated in the Black Country ICS 'Next Generation of Senior Leadership Programme (NGSL) which concluded in May 2024.

By the various teams and departments including: EDI Team, Recruitment Team, HR, Apprenticeship & Widening Participation Team, amongst others.

Implementation of values-based interviews & assessment processes. Making processes fairer for all by sharing interview questions/themes in advance of interview. Evaluation of the role of the Black, Minority & Ethnic (BME) Advisor in the recruitment documentation. Specific measures intended to target underrepresented groups (BME & Disability) at Band 7 and above. Supporting local people through employability programmes. Pastoral service for new starters who have gained employment through Employability programmes.

Lead: EDI team, Recruitment team, Wellbeing team, Widening Participation & Apprenticeship, Human Resources, ESR team & Staff -network

Establishment: EDI Priorities 2024/2025