InHealth Workforce Race Equality Standard (WRES) Summary Action Plan 2020-2021

1. **Deliver education and training to all Board, Executive Team, Senior Leaders and People Managers** on systemic (institutional) racism
   a. Thought-provoking seminars and examples of lived experience
   b. Introduce a reverse mentorship programme to support training
2. **Create a dedicated working group of staff to design, develop and implement our refreshed approach to Equality and Diversity,** as a sub-group of the Staff Partnership Forum
3. **Introduce specific mentoring/coaching programme for BAME staff** to support career progression and increase confidence with personal development
   a. Increase the chances of BAME colleagues progressing to more senior roles through increased applications
   b. Set up a BAME talent pool
4. **Create and deliver People Manager pack** for team meetings on unconscious bias, white privilege and microaggression, including revising Manager and Staff induction to include reference to Equality and Diversity
5. **Carry out a dedicated, annual Equality and Diversity survey** to measure progress in key areas, sharing results with staff and holding dedicated workshops to dive deeper into lived experiences, using these as real-life stories as part of training
6. **Create and communicate a mission statement to capture InHealth's position on Equality and Diversity**, which will shape and influence all future actions as part of our approach to WRES and Equality, Diversity and Inclusion

InHealth's Equality and Diversity mission is to eliminate institutional racism at InHealth. Focusing on the topics of bias, white privilege and microaggression, we will educate and increase understanding of systemic disadvantages faced by people of black and minority ethnic backgrounds. We will create and promote an inclusive culture of shared experiences from all backgrounds, faiths and religions, engaging and working with all staff, including leaders and decision makers, to shift mindsets and behaviours that ultimately eradicate any possibility of discrimination or disadvantage for any and all people who work and interact with InHealth.

InHealth Workforce Race Equality Standard Action Plan 2019 – 2020: Completed actions

	Workforce Indicator	Action Planned	Who	When
1	Percentage of staff split in 10K bands or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by: • Non-Clinical staff • Clinical staff - of which - Non-Medical staff - Medical and Dental staff	• Regular bi-annual communication to staff for encouraging disclosure of ethnicity for reporting and diversity initiatives to improve data measuring quality. • Cleansed job type data in HR system, to ensure accurate job type categorisation. • Reviewed system capabilities for collation and data analysis for indicators 2-8	People Services People Services People Services	April 2020 & August 2020 July 2020 July 2020

2	Relative likelihood of staff being appointed from short listing across all posts Note: This refers to both external and internal posts	• Implementation of Broadbean ATS to accommodate vacancy tracking and applications.	People Services	December 2019
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation Note: This indicator will be based on data from a two year rolling average of the current year and the previous year.	• ServiceNow system tracking all Employee Relations queries, case management and outcomes. • All policies reviewed to ensure fairness, equality and diversity considerations. Manager training carried out to ensure this throughout investigation periods.	People Services People Services	Ongoing Ongoing
4	Relative likelihood of staff accessing non-mandatory training and CPD	• Review ability to automate reporting for non-mandatory CPD and other training moving away from manual administration data collection	People Services	July 2020
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for white and BME staff			
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	• Conducted annual Staff Survey for indicators 5-8 for 2019/20, building in the WRES questions to increase responses and ability to take action as a result	People Services	June 2020
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	• Delivered ongoing equality and diversity training and awareness to all new staff via induction and as part of mandated training in probation period. • Conducted annual Staff Survey for indicators 5-8 for 2019/20 • Set up new Staff Partnership Forum, creating a consultative staff group that supports our approach to raising awareness of harassment, bullying and abuse and capture staff feedback from across all of InHealth	People Services People Services People Services	Ongoing June 2020 March 2020
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	• Conducted annual Staff Survey for 2019/20 • Improved communication on internal staff moves and opportunities, showcasing examples of development and internal career progression	People Services People Services	June 2020 January 2020
8	Q17. In the last 12 months have you personally experienced discrimination at	• Conducted annual Staff Survey for 2019/20	People Services	June 2020

	work from any of the following? b) Manager/team leader or other colleagues	• Improved communication about Freedom to Speak Up Guardians and channels for expressing concerns, and solutions	People Services	May 2020
	Board representation indicator For this indicator, compare the difference for white and BME staff			
9	Percentage difference between the organisations' Board membership and its overall workforce disaggregated: • By voting membership of the Board • By executive membership of the Board	• Leadership Development programme and Advanced Leadership Development had attendees from underrepresented groups	People Services	January 2020