

## Northamptonshire Healthcare NHS Foundation Trust WRES Action Plan 2017 – 2018

The Trust is committed to creating a culture that embraces and celebrates equality, diversity and inclusion, is underpinned by the trust values and the NHS constitution. We recognise that the WRES action plan in isolation is only part of the solution and therefore this plan should be viewed in conjunction with the People and Quality strategies of the Trust.

Item	Activity/Work Piece	Details/Outcome to be achieved	Expected date of completion	Key actions	Responsibility for action	Date achieved
1	The Trusts WRES Data 2017 will be shared across the organisation to raise awareness of the indicators and Trusts specific data.	A data pack will be produced reporting the Trusts WRES Data 2017. The pack will be issued to Executive Team, Deputy Directors and Service Managers for consideration and discussion at a Management Team meeting. Each Team will be required to committee to three objectives which they will undertake to improve the experience of BME colleagues within their service area.	Data pack to be completed by 01.09.17  Data pack to be shared and reviewed in team meetings by 31.12.17	<ul style="list-style-type: none"> <li>• Produce Data Pack</li> <li>• Share with Managers</li> <li>• Share WRES Data Trustwide</li> <li>• Collate Feedback</li> </ul>	HR / Communications Team / Senior Managers	
2	Improve the self-reporting of ethnicity from 94.37% to at least 95%.	An increase in the self-reporting of ethnicity will provide a more comprehensive data set by which to assess the workforce profile of the Trust at all grades. The Trust will promote completion of personal information on ESR self service	31.03.18	<ul style="list-style-type: none"> <li>• Produce communications to explain why ethnicity data is important and how the data will be used.</li> </ul>	HR / Workforce / E&I Lead / Communications Team	

3	BME staff engagement events led by the Trusts BME Network	Three BME staff engagement events to be held throughout the year and be facilitated by the Trusts BME Network. The events will provide qualitative data on how BME staff think and feel about the Trust	Engagement events scheduled for 06.09.17, 22.09.17 & 01.11.17.	<ul style="list-style-type: none"> <li>Plan and hold events</li> </ul>	BME Network with support if required from HR	
4	Reverse Mentoring of 6 Executive Board Members by BME staff to increase cultural awareness and knowledge of the challenges faced by BME staff within the Trust.	The Trust will embark on a Reverse Mentoring research project in partnership with the University of Nottingham. The scheme will see 6 to 10 of the Trusts senior managers / executives mentored by BME staff. Outcomes of the project will be assessed by an increase in cultural awareness on a self-assessment rating scale.	31.03.18	<ul style="list-style-type: none"> <li>Identify senior managers / executives to be mentored</li> <li>Identify mentors</li> <li>Arrange training day</li> <li>Establish 6 mentoring sessions</li> <li>Review and assess outputs</li> </ul>	HR & The University of Nottingham	
5	BME Career Development	The Trust will run three BME career development workshops for inspiring leaders. The desired outcome is an increase in the confidence and improved skill set for interviews and assessments for at least 30 colleagues from BME backgrounds.	31.03.18	<ul style="list-style-type: none"> <li>Review existing BME Career Development Workshop</li> <li>Schedule dates</li> <li>Promote through the BME Network and Trust</li> <li>Evaluate outcomes</li> </ul>	L&D, HR, BME Network	
6	Develop a Talent Management Programme incorporating the Trusts Leadership Matters training, coaching and mentoring support with a minimum number of places to be reserved for BME staff members.	A cohort of existing and inspiring leaders will undertake the Trusts Leadership Matters Training and receive both coaching and mentoring support to develop their career.	31.03.18	<ul style="list-style-type: none"> <li>Identify coaching &amp; mentoring support</li> <li>Promote events</li> <li>Hold events</li> <li>Evaluate</li> </ul>	L&D / HR	

7	Develop one performance coach within the Trust from the BME staff group.	The Trusts current cohort of coaches (5) are all white. Developing a coach from the BME staff group with promote diversity and choice in the coaching programme	31.03.18	<ul style="list-style-type: none"> <li>• Identify a suitable coaching training programme</li> <li>• Welcome applications from the BME Staff Network</li> <li>• Deliver training</li> <li>• Evaluate effectiveness</li> </ul>	L&D, HR, BME Network	
---	--	---	----------	--	----------------------	--