

WRES Action Plan 2025 - 2028



Actions

Indicator 2

- Implement a de-biasing recruitment framework/ toolkit and embed within our recruitment policy and training.
- Create opportunities to share and receive learning of best practice in recruitment of BME staff
- Ensure robust on-boarding programme

Indicator 3

- Develop leaders and line managers at all levels to build trust and openness in their teams, so they can consistently apply and maintain a fair and restorative culture
- Review misconduct toolkit/fact finding process and consider if further analysis and questions can be included that test unconscious bias
- Consider additional training for investigating officers

Actions

Indicator 5, 6 & 8

Continue with cultural lecture series

Focus group for BME staff to discuss the issues they face with senior leaders and FTSU lead

Quarterly reports to the newly appointed executive sponsor on harassment, bullying and abuse raised by BME staff

Continue to communicate the reporting mechanisms available for BME staff to report inappropriate behaviours

Indicator 7

Review succession planning framework to ensure inclusive talent acquisition and management across the care groups

Consider senior sponsorship for staff

Create opportunities to share and receive learning of best practice in the retention of BME staff

Measures/ Outcomes

Indicator	Outcome	Timeline
2	Senior leaders/ Triumvirates are held accountable for ensuring a de-bias approach for recruitment.	July 2027
	Improve the diversity of the workforce by increasing the representation of BME staff particularly in bands and professions which appear to have a lower % of BME staff within these roles.	Mar 2028
3	To reduce the disproportionality of BME staff entering the formal disciplinary process	Mar 2027
	To embed a culture of just and learning	July 2028
5, 6, 8	Improved reporting of incidents related to harassment, bullying, abuse and discrimination and appropriate actions taken	Mar 2028
	To improve the experiences of inappropriate behaviours towards BME staff and White staff from colleagues to the acute average	Mar 2027
7	Increased perception and experience amongst BME staff that the Trust provides equal opportunities for career progression or promotion from XX by 10%	Mar 2027