

Wye Valley NHS Trust – initial Workforce Race Equality Standard Action Plan 2023

Introduction

Our WRES report covering 2016-2021 is published on the Trusts web pages ([report linked here](#)). In this, and in discussion with the Midlands Region ED&I Sub Group, we have identified three areas where the Trust was doing well and three areas where action was required, and along with these, our focus continues to be on addressing Bullying & Harassment and Staff Engagement

For comparison, the National WRES report 2021 is linked [here](#)

This initial WRES action plan (which addresses metrics 1, 3,5,6 and 8) will be reviewed and developed in collaboration with the Trusts Black, Asian and Minority Ethnic Network and will be monitored by the Trusts Inclusion Group, with a report to Trust Board for end of year assessment and evaluation.

WRES Indicator	Actions	Timescales
1. Percentage of staff in each of the AfC Bands 1-9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.	Identify and address specific ‘pinch points’ or ‘glass ceilings’ where a differential in progression (Race Disparity Ratio) is identified. Measurable outcome: engagement of Cultural ambassadors in recruitment processes; a clear plan to support positive action in recruitment;.WVT staff are engaged in leadership development programmes	June 2023

<p>3. Relative likelihood of staff entering the formal disciplinary procedure, as measured by entry into formal investigation.</p>	<p>Roll out Cultural Ambassadors Programme and embed within Employee Relations processes Review Disciplinary, Grievance and Dignity and Respect at Work Policy (covers bullying & harassment)</p> <p>Measurable outcome: reduce gap i.e. Black, Asian and Minority Ethnic colleagues are no longer more likely than white colleagues to enter a formal disciplinary procedure</p>	<p>June 2023</p>
<p>5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.</p>	<p>Continue harassment, bullying and abuse programme:</p> <p>Embed and promote “zero tolerance” at WVT</p> <p>Measurable outcome: Incremental improvement in NHS Staff Survey results from 2022/23 onwards</p> <ol style="list-style-type: none"> 1. Achieve upward scores and a positive trajectory for NSS results for this indicator. 2. Achieve ‘national average score’ for Acute Trusts in all indicators 3. Achieve above average scores and position WVT in upper quartile for NSS results for all 4. Better data on the types and nature and outcomes of incidents 	<p>December 2023</p>
<p>6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.</p>	<p>Continue harassment, bullying and abuse programme:</p> <p>Embed and promote “zero tolerance” at WVT</p> <p>Measurable outcome: Incremental improvement in NHS Staff Survey results from 2022/23 onwards</p>	<p>August 2023</p>

	<ol style="list-style-type: none"> 1. Achieve upward scores and a positive trajectory for NSS results for this indicator. 2. Achieve 'national average score' for Acute Trusts in all indicators 3. Achieve above average scores and position WVT in upper quartile for NSS results for all 4. Better reporting, identification and management of issues 5. Improved support to staff 	
<p>8. Percentage of staff who personally experienced discrimination at work from a manager, team leader or other colleagues</p>	<p>Please see details for indicators 5 and 6 above</p>	<p>August 2023</p>