**Oxford Health NHS Foundation Trust**

**Workforce Race Equality Standard – Trust Action Plan 2016**

This is the Trust’s second submission of the WRES for the financial year 2015/16.

Headline comparisons with the 2014/15 WRES include:

* Significant progress has been made in Indicator 2 (relative likelihood of staff being appointed from shortlisting)
* Significant improvements have been made in Indicator 5 (percentage of staff experiencing bullying, harassment or abuse from patients, relatives or the public).

Note:

* More directed work needs to be done in relation to the other Indicators
* Whilst the result for Indicator 4 (relative likelihood of staff entering the formal disciplinary process) has seen an improvement from 2014/15, it continues to remain an area of concern.

The table below shows the action plan arising from the 2015/16 WRES submission.

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| **Indicator** | **Data for 2016** | **2016 WRES Action Plan** | **Due Date** |
| 1. %age of staff in AfC Bands 1-9 and VSM (inc Exec Board Members) compared with the %age in the overall workforce (compare the data for White and BME staff) | White: 84.3%  BME: 14.1%  Not stated: 1.6% | This will be kept under review by effective workforce planning and incorporated into workforce strategy.  E&D Lead and Recruitment SHRBP to discuss steps towards positive action and how managers and Recruitment can use Positive Action measures.  Board will need to consider Positive Action measures particularly with reference to forthcoming senior appointments (HR Director, Service Director). | This will be kept under review by effective workforce planning and incorporated into workforce strategy. |
| 1. Relative likelihood of staff being appointed from shortlisting across all posts | Relative likelihood of White staff being appointed from shortlisting: 1.05 | Continue to train managers involved in the recruitment process. Continue to review recruitment process proportionality by each key stage of the process.  Continue regular reviews by E&D Lead and Recruitment SHRBP. Plan accordingly | Monthly - Ongoing |
| 1. Relative likelihood of staff entering the formal disciplinary process (compare the data for White and BME staff) | Relative likelihood of BME staff entering disciplinary process compared to White staff: 4.64 times greater | The following actions were implemented since 2015:  Extended session on Equality at Trust induction Introduction of Unconscious Bias training  Preliminary review at the earliest possible stage of any disciplinary investigation to ascertain whether there are cultural aspects to cases which may best be addressed outside of the formal process.  E&D Lead to provide quarterly updates on take up of ‘Unconscious Bias’ training at monthly review meetings.  Reviewed by HR and E&D Lead June 2016 to:   * identify patterns and trends * consider actions that could be taken to address under-representation of BME staff in certain Bands/ service areas   Keep under review at regular internal Casework Reviews and through regular reporting to E&D Lead.  Over time, this will enable themes to be identified and appropriate actions planned. | Monthly ongoing |
| 1. Relative likelihood of BME staff accessing non-mandatory training and CPD compared to White staff | Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff: 1.28 times greater | Action for L&D to review in 2016 | TBA |
| 1. %age of staff experiencing harassment / bullying / abuse from patients, relatives or public in last 12 months | White: 28.67%  BME: 27.35% | Line managers to continue to address concerns locally.  Plans to set up network of ‘Fair Treatment at Work’ Facilitators under way. | Summer 2016 |
| 1. In the last 12 months, have you experienced discrimination at work from manager or other colleagues | White: 22.98%  BME: 26.87% | Line managers to continue to address concerns locally. A toolkit to allow managers to work with teams to address issues of local concern arising from staff survey has been implemented and feedback requested in September 2016 in the form of "You Said...We Did"  Plans to set up network of ‘Fair Treatment at Work’ Facilitators under way. | September 2016 |
| 1. %age believing trust provides equal opportunities for career progression | White: 88.8%  BME: 70.51% | Line managers to continue to address concerns locally. A toolkit to allow managers to work with teams to address issues of local concern arising from staff survey has been implemented and feedback requested in September 2016 in the form of "You Said...We Did"  Plans to set up network of ‘Fair Treatment at Work’ Facilitators under way.  E&D Lead in conjunction with HR and L&D will explore options for schemes to coach, mentor and provide shadowing opportunities at work to support the career advancement of staff from BME backgrounds.  E&D Lead to explore options for WRES Roadshow/ event during Black History Month  E&D Lead to discuss communications strategy with Lorcan O’Neill | September 2016  Possible launch in October 2016 (Black History Month) |
| 1. Q17 In the past 12 months have you personally experienced discrimination at work from manager or colleagues? | White: 6.12%  BME: 16.37% | Line managers to continue to address concerns locally. A toolkit to allow managers to work with teams to address issues of local concern arising from staff survey has been implemented and feedback requested in September 2016 in the form of "You Said...We Did"  Plans to set up network of ‘Fair Treatment at Work’ Facilitators under way. | September 2016 |
| 1. %age difference between the organisation’s Board voting membership and its overall workforce (compare the difference for White and BME) | -14.3% | The Trust has introduced "positive action" statements into recruitment processes for recent senior appointments.  Board to consider options to increase diversity (Associate Director role) | Ongoing |