

**Workplace Race Equality Standard (WRES)
Action Plan 2019-20**

WRES Indicator	Action	Timescale	Lead	RAG
1, 9,7	Visible championing of diversity by the Executive team i.e. during go and see events, speaking to all staff, (not just managers) Identify an Executive Lead for BAME Initiatives	September 2019	Director for People	
5-8	Develop a robust exit interview process to increase understanding of why staff are leaving and use this to develop an action plan to improve retention	March 2020	Head of HR	
2,3, 4, 7	Fusion network to review and have input into policies which have particular impact on WRES metrics: Appraisal Talent Management Study Leave Policy EIA assessments Conduct	Ongoing (as policies are scheduled to be reviewed)	Fusion network in conjunction with relevant policy author.	
1, 7,9	Evaluate reverse mentoring programme following implementation	March 2020	Equality and Diversity Officer	
2, 7	Review selection data to improve position for the employment of BAME candidates	March 2020	Equality and Diversity Officer and Resourcing Manager	
All	Provide briefings on the WRES (and PSED/ EDS2) and action plan progress to the: a) Diversity and Inclusion Steering Committee b) Strategic Workforce Committee c) Non- Clinical Governance Committee	Quarterly Bi annual Bi annual	Equality and Diversity Officer	

Status tracking		
Complete	Green	G
On plan	Blue	B
Risks slippage	Amber	A
Barriers – not achieved	Red	R