

**Workplace Race Equality Standard (WRES)  
Action Plan 2020-2021**

The WRES action plan was developed by the Fusion staff network in response to the WRES indicators published in 2020/

	<b>WRES Indicator</b>	<b>Action</b>	<b>Timescale</b>	<b>Lead</b>	<b>RAG</b>
1.	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)  An Identified Executive Lead for each BAME Initiative/project will be chosen.	Ongoing  Ongoing	Director for People	
2.	2-	<b>Staff are equipped and engaged to advance the equality of opportunity for all</b>  'Use the fresh eyes' feedback alongside other Trust mechanisms such as equality and health inequality impact assessments to advance equality.  Fusion network to be embedded into induction process for new starters as part of their welcome to the Trust.  Learning from departments that induct staff well, (i.e. cleaning)	March 2021	Head of HR	
3.	1, 7,9	Maintain reverse mentoring programme, expanding in year 2 to include senior managers and head of departments and ward managers.	Ongoing (2 <sup>nd</sup> cohort advertised September 2020)	Equality and Diversity Officer	
4.	2, 7	Review and overhaul recruitment processes in line		Equality and Diversity	

		<p>with the NHS people plan with a focus on reducing bias at shortlisting and interview stages.</p> <p>This will include: upskilling BAME staff to take part in interviews.</p> <p>Auditing of interview paperwork</p>		Officer and Resourcing Manager	
5.	All	<p>Provide briefings on the WRES (and PSED/ EDS2) and action plan progress to the:</p> <ul style="list-style-type: none"> <li>a) Diversity and Inclusion Steering Committee</li> <li>b) Strategic Workforce Committee</li> <li>c) People Committee</li> </ul>	<p>Quarterly</p> <p>Bi annual</p> <p>Bi annual</p>	Equality and Diversity Officer	

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