

Workforce Race Equality Standard Action Plan 2020/21

October 2020-October 2021

Metric	Objective	Action/s	Timescales	Lead/s	Progress
<p>1. Percentage of BME staff in Bands 1-9/VSM (Very Senior Managers) (compared with the percentage of BME staff in the overall workforce)</p> <p>Summary: Lower levels of representation at higher bands.</p>	<ul style="list-style-type: none"> Drive increase in BAME representation at senior levels; and Commitment from the Board to becoming a more inclusive and representative employer. 	1. All managers must discuss career development plans with BAME colleagues at least once a year at appraisal and make achievable goals and plans	October 2021	Assistant Director of Leadership, Learning and Development	
		2. BAME career development day to be held in the trust	March 2021	BAME Network Lead	
		3. BAME leaders listening event to be held (RCN leaders)	July 2021	BAME Network Lead	
		4. Evaluate Reverse Mentoring that has already occurred during 2019-2020.	Ongoing	Assistant Director of Leadership, Learning and Development	
		5. An equality, diversity and inclusion statement to be added to all job vacancies to increase BAME representation	June 2021	Inclusion Manager	
		6. EDI training to be incorporated into trust Management Training and Leadership Training (programmes both being reviewed in 2021).	July 2021	Inclusion Manager	
		7. Review recruitment processes to ensure consistency of advertising,	July 2021	Inclusion Manager /Recruitment manager	

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		shortlisting and interviewing across the trust.			
<p>2. Relative likelihood of White staff being appointed from shortlisting</p> <p>Summary: a white person is no more likely to be appointed over a BAME person, however, this does not correlate with the lived experience of the BAME colleague network. The overseas recruitment on the TST side may account for this reduction.</p>	<ul style="list-style-type: none"> Strong talent management will identify someone's potential and then align them to the coaching and development they need in order to progress; increasing the pool of internal recruitment and success at interview. 	8. Review and pilot training necessary for interview panels, e.g. bias/training module.	Autumn 2021	Recruitment manager/ Assistant Director of Leadership and Learning And Development	
<p>3. Relative likelihood of BAME colleagues entering the formal disciplinary process compared to white colleagues</p> <p>Summary: BAME colleagues are no more likely to enter formal disciplinary process with neither Trust having a</p>	<ul style="list-style-type: none"> To ensure fairness and equality across all BAME investigations. 	See 6. Above.			

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BAME colleague in a formal disciplinary process.					
<p>4. Relative likelihood of BME staff accessing non-mandatory training and CPD compared to White staff</p> <p>Summary: BAME colleagues are more likely to access additional training compared to white colleagues in this year's report.</p>	<ul style="list-style-type: none"> BAME staff encouraged and supported to access personal development and non-mandatory training for their career progression. 	9. BAME lead to promote non-mandatory training opportunities to BAME members via emails and BAME social media pages.	Ongoing	BAME Network lead	
<p>5. Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p> <p>Summary: Over 50% of BAME staff (from SomPar) report experienced harassment etc. from the public in the last staff survey 35% from TST</p>	<ul style="list-style-type: none"> To ensure processes are in place to support staff and zero-tolerance messaging is clear to the public. 	10. Trust establishing violence and aggression steering group from September 2020 to actively move forward with this agenda	Ongoing	Director of Mental Health Learning Disability Care	
		11. Zero tolerance posters more widely distributed.	Dec 2020	Communication Manager/ BAME Network lead	
		12. BAME network working closely with local police team to establish links and relationships with BAME network.	Ongoing	BAME Network lead	

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		13. BAME lead to work closely with information governance team to work towards improving reporting and closure of incidents on RADAR.	Ongoing	BAME network lead/ Head of resilience/ Counter Fraud Manager	
		14. Summary learning reports of incidents to be presented quarterly to Inclusion Steering Group.	March 2021	BAME Network Lead	
		15. Hate Crime training sessions to be in place for staff.	March 2021	BAME Network lead	
<p>6. Percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months</p> <p>Summary: Around 35% of SomPar BAME staff report experiencing harassment etc. from other staff in the last staff survey; 26% from TST</p>	<ul style="list-style-type: none"> To create positive cultures and have the skills and power to challenge poor behaviour 	16. Microaggression training to be promoted.	Ongoing	BAME Network lead	
		See 15. Above.	Ongoing	BAME network lead	
		17. Local Microaggression posters to be developed.	July 2021	BAME Network Lead/Inclusion Manager	
		18. Continuously promoting the BAME network and Freedom to Speak Up Guardian at trust induction program	Ongoing	BAME network lead/ FTSU lead/Leadership & Organizational Development Lead	
		19. BAME lead and Freedom to Speak Up Guardian to work closely to listen to more of BAME colleagues' voices	Oct 2020	BAME network lead / FTSU lead	
7. Percentage of the BME staff believing that the trust provides equal opportunities for career progression or promotions	<ul style="list-style-type: none"> Review recruitment and promotion processes to ensure fairness. 	20. Undertake a review of recruitment and promotion processes to ensure consistency of process and requirements for each band, which stays the same across all directorates	By end October 2021	WRES Improvement Group / BAME Lead	

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Summary: BAME colleagues are less likely to believe that the trust provides equal opportunities (12-18% less likely).		so expectations are clear. (To include: A BAME network meeting day with the recruitment manager to share their experiences of the interview process)			
	<ul style="list-style-type: none"> Introduction of Career Development Day targeted at BAME staff. 	See 3. above.			
		21. Explore interview preparation sessions for BAME staff (open 'clinic' style) – Better support for managers to feed back to candidates; Interview preparation training available for all staff.	Aug 2021	BAME network lead/ Recruitment manager	
		22. Promoting trust coaches to the BAME network / Trust to look to develop BAME coaching	July 2021	BAME network lead /Leadership & Organizational Development Lead	
		23. Promote the trust Rising star program to the BAME network – ensure demographic information is captured for applications.	Ongoing	BAME network lead /Leadership & Organizational Development Lead	
8. Percentage of BME staff personally experiencing discrimination at work from	<ul style="list-style-type: none"> Anti-Bullying must remain a high profile and leaders held to 	24. Promote Anti-Bullying and micro aggression training and have that continue to be a feature of managers and team leaders.	Ongoing	BAME network lead/ Leadership & Organizational Development Lead	

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a manager/team leader or other colleagues Summary: BAME colleagues are more likely to experience discrimination at work and this is increasing (SomPar: 18%; TST: 11% - white colleagues around 5%)	account – therefore skills and awareness is vital.	25. BAME lead to be involved in the civility project which is part of the management essential training.	October 2020	Leadership & Organizational Development Lead	
		See 6. Above.			
9. BME board membership should be reflective of overall community.	<ul style="list-style-type: none"> • Reflective of population served and local workforce 	26. Review the Recruitment Processes for Board Roles.	July 2021	Recruitment Manager/ Director of People	
		27. Board recruitment adverts and processes targeted through specialist companies to attract more diversity at senior levels.	October 2021	Director of People	
		28. Trust to make recruitment processes for Board members transparent and communicate in advance to staff.	July 2021	Director of People	
		29. BAME and other network leads to have an opportunity to meet the head-hunter when there is a vacancy for the NEDs post	January 2021	Director of People	
Note: These actions were developed with the Trust's WRES Improvement Group, a working group of the BAME Colleague Network. For more information email inclusion@somersetft.nhs.uk.					