

## WRES ACTION PLAN 2019 to 2021 (update as at Dec 2020)

The Workforce Race Equality Standard (WRES) is a set of nine specific metrics that enable health organisations to compare the experiences of white and black and minority (BAME) staff. This information is used to develop a local action plan, and enable the Hospital to demonstrate progress against the indicators of race equality

The submission of the WRES indicators for FIH for 19/20 did not give any real cause for concern. The BAME makeup of the organisation is stated as good via the WRES indicator assessment. However, there is still more work to do in ensuring that the organisation is both culturally aware and inclusive.

| Objective   | Action  | Measurement   | Date By                 | Progress  |
|---|---|---|-------------------------|---|
| Increase overall visibility of E&D at Board and Manager level                     | Planned training for Board  | Ensuring that the Board are aware of their responsibilities with regard to Equality, Diversity and Inclusion. Board member acts as Equality lead. | Dec 2020<br><br>Ongoing | Due to Covid this has slipped and will not be undertaken until 2021 |
|   | Ensure staff undertake relevant training  | Improved staff survey result and improved experience of FIH as a multi-cultural employer  | Dec 2020                | Completed   |
|   |   | Monitoring of training via training matrix  | Ongoing                 | Forms part of KPIs  |
| To improve awareness and understanding of unconscious bias in recruitment process | Rollout of unconscious bias awareness to all staff involved in recruitment process. | Documentation circulated  | March 2020              | Achieved and ongoing  |

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|  | <p>No personal details shared with managers/supervisors until interview stage.<br/>2 interviewers to initial their choice for interview<br/>Robust standardised interview assessment form to include a scoring methodology which reflects FIHs vision and values</p> <p>Ensuring that staff use as a point of reference the value based recruitment questions when compiling interview questions for shortlisted candidates.</p> <p>Requirement that recruiting managers keep a more detailed reason for lack of success at interview and offer candidates prompt and detailed feedback.</p> | <p>New process in place</p> <p>Form in place</p> <p>Evidenced improvement regarding information contained on assessment forms post interview</p> <p>Form to be completed in more detail and all conversations relating to feedback to be recorded</p> <p>Evidence of interview questions</p> <p>Evidence to be kept in HR</p> | <p>March 2020</p> <p>Dec 2019</p> <p>Dec 19</p> | <p>Completed</p> <p>Completed</p> <p>Staff have been furnished with a set of questions re value and unbiased recruitment</p> <p>Completed and on going</p> <p>Completed</p> <p>Completed</p> |
| To promote the work at FTSUG and champions | Continue to promote the Freedom to Speak Up Guardian and champions   | Via team meetings , internal communications and Board approval of annual report   | Ongoing   | Working on this across organisation . Forms part of induction for all staff  |
| To reduce bullying and harassment          | Undertake engagement work with staff via the JCC to gather information on the types and sources of any form of discrimination experienced by staff.  | Will be an agenda item on the JCC   | Ongoing   | On going   |

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| Covid risk assessments | <p>To ensure that all staff have an appropriate Covid risk assessment</p> <p>Providing support for staff regarding Covid sickness or concerns they may have regarding how they may be affected by Covid</p> | <p>Undertaking and compliance with Covid risk assessments for all staff</p> <p>Actioning any reasonable adjustments that need to be made for any staff member.</p> <p>Support via Occupational Health and other service champions within the hospital.</p> <p>Access to appropriate PPE at all times</p> <p>Uptake of vaccine and boosters as and when required.</p> | <p>Completed</p> <p>Completed</p> <p>On going</p> | <p>These actions have been completed but remain 'live' .</p> |