**Workforce Race Equality Standard (WRES) Action Plan 2024/25**

| **WRES Indicators** | **Description** | **Action** | **Measures** | **Timescale** | **Lead** |
| --- | --- | --- | --- | --- | --- |
| **1** | The percentage of staff in each of the AfC Bands1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce | Promote the equality self-service function on ESR and promote the case to declare/update equality data to reduce the percentage of unknown/not declared on ESR. | 14.5% of LCH workforce identify as BME. | 31.3.2025 | **EDI** |
|  |  |  | 18% of LCH workforce identify as BME | 31.3. 2028 |  |
|  |  | Continue to work with, as part of the Leeds One Workforce (LOW) partnership, the Employer and Partnership Team (Disability Confident and Health Model) Dept for Work and Pensions to explore development for local unemployed people from minority ethnic groups to gain work experience in the Trust. | Contribute to an overall increased number of applications and appointments from people who identify as BME.  Improvement on the 2023/24 WRES Metric score of 0.6.  A figure below “1” would indicate that white candidates are less likely than BME candidates to be appointed from shortlisting. *(WRES Technical guidance)* | Ongoing –  Update on progress 31.12.2024  31.3.2025 | **Recruitment and resourcing** |
|  |  | Share Business Unit BME representation with General Managers to raise awareness of the disparity of representation. | Annually  Increase awareness of BME representation at Business Unit level | 31.3.2025 | **EDI** |
|  |  | Continued conversations with staff networks and other stakeholders to capture qualitative data that explores the underrepresentation across staff groups and actions to improve indicator performance. | Two engagement sessions with both the Race Equality Network and staff side reps to provide updates and seek actions to improve this indicators performance. | 31.12.2024  &  31.3.2025 | **EDI** |
| **2** | Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts. | All recruiting managers to attend the Trust Recruitment and Selection Managers course & refresher courses | All recruitment panels comprise of at least one panel members who has attended the Trust Recruitment and Selection Managers course. | 31.3.2025 | **Recruitment and resourcing** |
|  |  | Diverse recruitment panels – continue to promote and oversee the requirement for staff from across the Trust to be an equal panel member for recruitment of Band 7+ posts. | Increased BME representation at Band 7 and above. | 31.3.2025 | **EDI** |
|  |  | Audit the BME Fair Recruitment process and present the findings and recommendations to the TLT. |  | 27.2.25 | **EDI** |
| **2** | Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts. | Promotion of Leeds Health & Care Academy (LHCA) learning resources for staff development, these include but are not restricted to,   * Allyship * An Introduction to Intersectionality * Creating an environment based on Respect. * Cultural awareness in the workplace * Inclusion essentials * Inclusive language and communication * Inclusive leadership * Tackling race bias at work – a manager’s guide * The effective bystander * The impact of micro behaviours in the workplace * Understanding race bias at work * Understanding unconscious bias | Increased access and completion of LCHA hosted learning resources related to race and ethnicity. | 31.3.2025 | **EDI** |
| **3** | Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.  What is baseline starting from? | Continue the delivery of the Cultural conversations programme and the West Yorkshire Health & Care Partnership Cultural Competency and Humility training. | Increased likelihood of BME staff being appointed across all posts.  Each service to have two cultural conversations per year (*Health Equity Strategy - TLT action)* | Ongoing  Review 31.12.2024.  31.3.2025 | **Health Equity and EDI** |
|  |  | Review number of formal ER cases twice per year and take corrective action as appropriate. | Reduction in number of formal ER cases | Ongoing, collate in Oct & Mar each year. | **Human Resources** |
| **4** | Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff. | Continued delivery of the BME Talent Development Programme. | Increased representation across the banding hierarchy and leadership structure.  Elimination unequal experiences at work, where some employees experience or perceive their career progression is limited by their protected characteristics. | 31.12.2024 | **ODI** |
|  |  | Continue to provide support to internationally recruited nurses as recognised by the International Nursing and Midwifery Pastoral Care Quality Award |  | 31.3.25 | **IRPSO** |
| **5** | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months | Continued capture of Datix reports relating to staff experiencing harassment, bullying from patients, relatives or the public to inform #Nobystanders activity and actions. | A reduction in the percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months as reported in the NHS Staff Survey 2023.  *(17.7% BME, 18.8% White)* | 31.12.2024  &  31.3.2025 | **EDI** |
|  |  | Ensure that advice & guidance on how to report bullying and harassment from patients, relatives, staff & managers is clear, concise and is published and promoted to staff throughout the year. |  | 30.9.24 | **EDI** |
|  |  | Explore howStaff networks can be part of the process and be provided with training and support to better support and advise staff. |  | 31.3.24 | **EDI** |
|  |  | Continue to provide support to internationally recruited nurses as recognised by the International Nursing and Midwifery Pastoral Care Quality Award |  | 31.3.25 | **IRPSO** |
| **6** | Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months | Continued delivery of the No Bystanders initiative actions | A reduction in the percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months as reported in the NHS Staff Survey 2023.  (*15.2% BME, 11.7% White)* | 31.3.25 | **EDI** |
|  |  | Continued promotion of international, national, regional cultural awareness days & events. |  |  | **EDI** |
|  |  | Continue to provide support to internationally recruited nurses as recognised by the International Nursing and Midwifery Pastoral Care Quality Award |  | 31.3.25 | **IRPSO** |
| **7** | Percentage believing that trust provides equal opportunities for career progression or promotion. | Diverse recruitment panels – continue to promote and oversee the requirement for staff from across the Trust to be an equal panel member for recruitment of Band 7+ posts. | Increased BME representation at Band 7 and above. | 31.3.2025 | **EDI** |
|  |  | Audit the BME Fair Recruitment process and present the findings and recommendations to the TLT. |  | 27.2.25 | **EDI** |
|  |  | Conduct an analysis of the 2024-25 recruitment process NHS Jobs data (application, shortlisting, and appointment) for all protected characteristics.  Findings and recommendations to be reported to TLT. |  | 31.6.25 | **EDI** |
| **8** | In the last 12 months have you personally experienced discrimination at work from a manager or team | Continued delivery of the No Bystanders initiative actions | A reduction in the percentage of staff personally experiencing discrimination at work from a manager or team as reported in the NHS Staff Survey 2023.  *(11.3% BME, 2.7% White)* | 31.3.2025 | **EDI** |
|  |  |  | Number of patient and staff engagement messaging about #NoBystanders | 31.3.2025 | **EDI** |
| **8** | In the last 12 months have you personally experienced discrimination at work from a manager or team | Delivery of Compassionate & Courageous leadership sessions for managers as part of the Managers Development Programme | Delivery of 10 session in 2024/25  Percentage of staff (including  international staff) accessing.  wellbeing support, counselling, FTSUG, PTSD support due to  Racism | 31.12.2025 | **ODI** |
| **9** | BME board membership | Target BME organisations, recruiters, and community groups to publicise & promote NED roles opportunities. | Increased applications from BME candidates for NED role vacancies | 31.3.2025 | **EDI**  **&**  **Trust Board Secretary** |