

NWAS WRES 2018-2019 Action Plan – Summary

Indicator	What results show	Key Area of Action	Timescale
1 – Workforce make-up per Band	Improvement in overall BME % rates. Still differences in clinical and non-clinical staff by ethnicity,	Continue actions to promote NWAS careers to BME communities Improve BME representation on entry role interview panels Work with partner HEI's to improve representation on Paramedic courses Development of BME role models to support engagement events	Ongoing March 2019 September 2019 September 2019
2 – Likelihood of being appointed from shortlisting	Relative likelihood of BME candidates being appointed from shortlisting as compared with White applicants looks positive for BME candidates. More BME candidates shortlisted this year too	Develop improved real time monitoring from new recruitment system.	December 2018
3 – Likelihood of entering formal disciplinary process	Likelihood improved slightly this year. Overall number of individuals is remaining consistent.	Ongoing review of cases and management training	Ongoing
4 – Likelihood of accessing non-mandatory training and CPD	Training figures have improved by likelihood but overall Trust numbers have decreased.	Implementation of BME development network targeting staff in frontline roles. Providing personal development to support progression, to enable sharing of experiences and to develop role models.	1 st event August 2018
5 - % staff experiencing abuse from patients	Increase for BME staff, reduction for White staff. Overall, White employees advise experiencing abuse slightly more than BME staff in this staff survey result	Continuing work through violence and aggression group	Ongoing
6 - % staff experiencing abuse from staff	Slight increase for BME staff from 29% to 31%	BME focus groups and development network implemented to gain in depth understanding of BME staff experience to support targeted interventions.	Throughout 2018-19
7 - % staff believing Trust offers equal opportunity for career progression	Improvement from 41% to 45% for BME staff but this figure remains lower than for White colleagues, at 70%.		Throughout 2018-19
8 - % staff personally experiencing discrimination from manager/colleague	After a reduction the previous year, this figure has increased again for BME staff and remains higher than for White staff	Review of diversity content of key leadership training and planned essential learning.	March 2019
9 – Board member representation	BME representation on Board remains representative of local population	Continued promotion of senior positions and engagement with NHSI over NED recruitment. Board visibility	Ongoing