

North West Ambulance Service NHS Trust - Workforce Race Equality Standard – Proposed Action plan for 2020-2021

Metric	Action
1 – Workforce by Band	<p>HR Hub to cleanse data where there is a null value.</p> <p>Share WRES data and metrics with the Trust – information on intranet, bulletin, through race forum and throughout the year.</p>
2 – Recruitment	<p>Review of assessment for managerial/leadership posts to incorporate Be Think Do approach. Specifically looking at recruiting manager and candidate experiences by race.</p> <p>Revision of HR Recruitment and Selection masterclass with regards to race – including candidate experience, interview and selection methods</p> <p>Targeted promotion of the HR Recruitment and Selection masterclass with regards to race</p> <p>Collate data for this WRES metric on a quarterly basis</p> <p>Review of recruitment data to understand the worsening of the position between shortlisted to appointed candidates from a BME background.</p> <p>Work more closely with HEIs to ensure recruitment to paramedic science courses are diverse</p>
3 – Disciplinary	<p>Review the cases which have contributed to this metric and identify any themes as appropriate</p>
4 – Accessing non-mandatory and CPD training	<p>Continue to improve recording of all non-mandatory and CPD across the Trust particularly through working with staff and managers delivering locally advertised</p> <p>Continue to promote courses targeting BME staff, whether external such as through NW Leadership Academy or sessions arranged internally</p>
5 – % staff experiencing abuse from patients	<p>Activity to encourage staff to report incidents. Share information about hate crimes including racist incidents across the Trust.</p>
6 – % staff experiencing abuse from staff	<p>Launch of ‘Treat Me Right’ campaign, which may be more local than one larger Trust launch to reflect new working environments.</p> <p>Support to develop the Race Equality Forum toward a formal staff network model</p>

	Ongoing promotion of range of methods available to staff experiencing issues in work from colleagues or managers
7 – % staff believing Trust offers equal opportunities for career progression	Monitoring of internal progression routes and targeted promotion of opportunities
8 – % staff experiencing discrimination from manager/colleague	<p>Revise how to deliver ‘Is it really banter?’ sessions in current climate. Promotion to be supported by HR BP and Ops</p> <p>Review of Be Think Do and other programmes to ensure diversity and inclusion is embedded specifically in terms of race. Scope to link in with Race Equality Forum to aid this.</p> <p>Further expand opportunities and information available to staff and managers about equality and inclusion issues eg through promoting enei webinars and equality events</p> <p>Review of induction and mandatory training for clinical roles with regards to race – patients and staff issues – to aid culture of inclusivity</p>
9 – Board Representation	<p>All of the Board and Executive Team members asked to update all of their personal monitoring information; ask to discuss any concerns they may have about this directly with the Director of People or HR Advisor for Equality and Workforce.</p> <p>Additional opportunities for Board members to engage with inclusion issues. (examples include facilitating informal reverse mentoring which will support metric 7 above; promoting national webinars aimed at senior leaders about race)</p>