

Alder Hey Children's Hospital NHS Foundation Trust

Workforce Race Equality Standard (WRES) Action Plan 2022/24

Measure	Action/Area for Development	Impact	Timescale for review
WRES Indicator 1: Representation Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.	<ul style="list-style-type: none"> • Continue to regularly review and analyse our workforce data • Set achievable targets to increase representation of diversity at all levels by 2024. • Undertake a retrospective review of applications, received, shortlisted and appointed • Work with REACH staff network to understand the leadership and development needs of our workforce • Support the REACH network to source and develop a reverse mentoring programme 	<p>Increase representation of ethnic minority staff across our workforce especially in leadership positions</p> <p>Ensure our ethnic minority staff are included in decision making and are visible role models, supporting a more inclusive approach to service development and delivery</p>	March 2024
METRIC 2: Likelihood of ethnic minority staff being appointment from shortlisting	<ul style="list-style-type: none"> • Review of the current recruitment process aiming to create more inclusive practices, using our current data to plan actions • Involved staff network, once established, to provide guidance and feedback on current practices • Undertake analysis of applications received, shortlisted, and appointed • Grow diverse panel representation and support, utilising staff networks and equality, diversity, and inclusion champions • Introduce specific training on equality, diversity & inclusion for all recruitment managers 	<p>Reviewing the current processes will allow us to take a more inclusive approach to the attraction, recruitment, induction, training, and retention of our workforce.</p> <p>We will attract, recruit, and retain a more diverse representation of staff</p>	March 2024

<p>METRIC 3: Likelihood of ethnic minority staff entering the formal disciplinary process compared to white staff:</p>	<ul style="list-style-type: none"> • Continuously review and analyse the data to guide improvement • Support managers, providing training on cultural awareness • Involve the REACH staff network in identifying actions to support disciplinary guidance • Review current policies • Promote Freedom To Speak Up Guardian service • Review and revisit the Cultural Ambassador programme 	<p>Monitor the data around ethnic minority staff entering the formal disciplinary process to monitor impact of interventions</p>	<p>December 2023</p>
<p>METRIC 4: Likelihood of ethnic minority staff accessing non-mandatory training & CPD</p>	<ul style="list-style-type: none"> • We will review the information available to determine equity of access and opportunity • Work closely with Learning and Development team to explore any areas of concern • Promote the range of leadership and development opportunities available to all staff at Alder Hey • Working closely with the REACH to understand reasons for not accessing CPD 	<p>We want to ensure that all staff have opportunities to develop and progress in their careers and that ethnic minority staff have equal access to leadership and development</p>	<p>January 2024</p>
<p>Metric 5, 6 & 8 Ethnic minority staff experiencing bullying & harassment from the public, managers, or colleagues in the last 12 months</p>	<ul style="list-style-type: none"> • We will work hard to ensure the Equality, Diversity, and Inclusion workforce plan objectives are being delivered • Regular review and analysis of the data to support action planning • Encourage staff reporting • Continue to promote Freedom to Speak up Guardian • Work with REACH staff network to plan initiatives to support an inclusive culture • Socialise and promote the Zero Tolerance of Racist, Homophobic, Prejudice, or Discriminatory Behaviour 		<p>January 2024</p>

	policy and Preventing & Managing Violence & Aggression at Work, Zero Tolerance Process & Protecting Lone Worker Policy		
Metric 7 Fairness in career progression	<ul style="list-style-type: none"> • We will continue to work with the REACH staff network to identify ways of supporting ethnic minority staff to progress in their careers • Working with Learning & Development team to promote career development opportunities and sessions which will support progression • Engage with equality, diversity, and inclusion divisional leads to identify barriers to progression for specific job roles and Bands, working towards develop a programme of activity to increase the success rates of black, Asian, and ethnic minority employees 	<p>To ensure staff have equal access to opportunities and are supported and encourage to develop both personally and professionally</p> <p>Increase the diversity in higher bands across the organisation</p>	March 2024
Metric 9 Increasing our diversity at board level	<ul style="list-style-type: none"> • Ensure that the recruitment process for Non-Executive Board Members is inclusive and is focussed on representing the communities we serve • Ensure the recruitment process for Governors is inclusive and is focussed on representing the communities we serve • Provide specific training to Governors, Non-Exec and Exec Directors focusing on compassionate and inclusive leadership 	Ensure the strategic decision making is diverse	March 2024