

EAST SUSSEX HEALTHCARE TRUST WRES ACTION PLAN 2021

1. Diversity Declarations Project

Action	By Who	By when	Outcome expected
1.1: Blind copy email sent to all staff with diversity detail missing on ESR	Workforce EDI Team	31 March 2022	Staff self-disclose their details on ESR Reduce the unknown Ethnicity and Nationality declaration rates to 2%
1.2 Information on pay slips encouraging staff to update Diversity information	Workforce EDI Team Payroll Team	November 2021	Staff self-disclose their details on ESR Reduce the unknown Ethnicity declaration rates to 2%
1.3 Paper copies of diversity detail sent to staff to complete and send back	Workforce EDI Team	March 2022	Declaration rates reduced to 2%

2. Bullying and Harassment

Action	By Who	By when	Outcome expected
2.1: Ensure that there is a BAME Staff Network member on the Violence and Aggression Sub-group	Workforce EDI Lead BAME Staff Network	August 2021	Co-production of process and benefit to BAME Staff
2.2: Include a field relating to racial incidents on Datix	Datix Team EDI Lead	August 2021	Achieve Public Sector Equality Duties
2.3 Encourage more BAME staff to report incidents on Datix	Violence and Aggression – Sub Group BAME Staff Network	September 2021	More incident reporting and richer data relating to incidents
2.4 Power & Resilience training for BAME staff	Workforce EDI Team and Health Promotion	December 2021	More BAME feel empowered to speak up and report incidents
2.5 Survey for BAME staff to better understand the impact of bullying and harassment	Workforce EDI Team	November 2021	Results will identify actions and interventions in supporting staff

2.6 Allyship training (See it Say it) and Diversity Dialogue Sessions (Let's Talk About Race)	Workforce EDI Team Organisation Development Team BAME Staff Network	March 2021	Creating safe spaces to raise awareness on race and ethnicity.
3. Leadership Development			
Action	By Who	By when	Outcome expected
3.1: Continue to ensure that all leadership programmes and training opportunities are advertised through the BAME Staff Network	Training Department Organisation Development BAME Staff Network	Ongoing	Leadership trajectory figures remain on target
3.2 Track progress over a 18 month period for BAME staff that have attended leadership development courses	Training Department Organisation Development BAME Staff Network	Ongoing	Building a pipeline of BAME leaders
3.3 Offer Coaching session to BAME staff that want to progress in their careers	Organisation Development	Ongoing	Building a pipeline of BAME leaders
3.4 Apply for the Apprenticeships status	Apprenticeship Lead	December 2021	Inclusive Employer
4. SHCP BAME workforce Steering Group			
Action	By Who	By when	Outcome expected
4.1: Continue to deliver the key priorities in the BAME road map	Workforce EDI Lead	December 2021	A system wide approach to improving workforce BAME disparities
4.2 Share good practice with other healthcare providers	Workforce EDI Lead	Ongoing	A system wide approach to improving workforce BAME disparities
4.3: Remain committed to the system-wide approach to improving BAME workforce disparities across Sussex	ESHT	Ongoing	A system wide approach to improving workforce BAME disparities
4.3 Participate in the 6 national actions in the overhaul of the	HR Directorate and BAME SHCP Workforce Steering Group	March 2022	A system wide approach to improving workforce BAME

recruitment process.			disparities
5. Recruitment			
Action	By Who	By When	Expected Outcome
5.1 Wording for all recruitment to include; BAME candidates are encouraged to apply	Recruitment Team	January 2022	More BAME staff apply for roles
5.2 BAME Interviewers on all AfC 8a roles and above	Recruitment team BAME network	Ongoing	Ensuring that there is no bias in the interview stages
5.3 All BAME interviewers to write a paragraph on areas of expertise to go on the staff webpages	Recruitment team Workforce EDI Team BAME Network	December 2021	Teams and departments will be able to choose the right BAME interviewer
5.4 Interview training for managers that will include diversity awareness	Workforce EDI Team Recruitment Team	April 2022	Raising awareness of diversity in the interview process
5.5 EDI training for the recruitment team around diversity awareness	Workforce EDI Lead	December 2022	Raising awareness in the recruitment process
5.6 New guidance for recruiting managers and revamped scoring sheet. Pilot due in December 2021	Recruitment Team	December 2021	Includes a EDI question and better feedback for unsuccessful candidates