

WRES Action Plan 2022-2024

WRES indicator	Likelihood of ethnic minority candidates being appointed from shortlisting in comparison to White candidates			
	Action	Outcome	Lead	Timescale
1 2	Regular review of recruitment processes to ensure they remain fair and inclusive	Ethnic minority representation continues to improve in line with national trajectory	Recruitment team	Ongoing until March 2024
1 2	Advertise the staff networks on recruitment documentation	Highlight ESHT as an inclusive employer		October 2022
1 2	Developing support for internationally recruited colleagues	Retention of internationally recruited colleagues	People Potential Manager	March 2024
1 2	Increase declarations of ethnicity data on ESR to 96%	Continue to improve ESR self reporting of ethnicity data	EDI Team	March 2023
1 2	Develop diversity toolkit for teams to understand their recruitment diversity	Increase awareness of the diversity make up of teams	Workforce Information	April 2022
Ethnic minority staff report higher levels of bullying, harassment or abuse				
5 6	Develop guide for managers in supporting colleagues who experience racism	Managers know how to support colleagues following racist incidents	EDI Team	December 2023
8	Hate Crime Awareness Training pilot with Sussex Police	Awareness of hate crimes and how to report across the Trust	EDI Team	May 2023
	Include ethnicity within datix reporting form	Ensure that ESHT provides a safe and healthy environment for ethnic minority staff	Health and Safety Manager	April 2023
	Trust and System Wide Review on Violence and Aggression within the Trust	Reduce incidences of violence and aggression	Associate HR Director- Staff Engagement & Wellbeing	March 2023

	Multicultural Staff Network to produce Multicultural Experience Surve	Use results to inform action plan	Multicultural Network Chair	April 2022
	Raising the profile of ethnic minority across the Trust			
5 6 7 8	Diversity Dialogue session to be held on numerous topic	Facilitate conversations on potentially sensitive topics and subjects	EDI Team	Ongoing until March 2024
All	Celebrate the contribution of ethnic minority staff to the experience of patients at ESHT	Using existing mechanisms to promote diversity in workforce and develop new mechanisms	EDI Team Staff Engagement & Wellbeing Manager	Ongoing until March 2024
1 9	Continue to improve ESR self-reporting of ethnicity data	Reduced undeclared ethnicity data on ESR	EDI Team	January 2023
1 9	Increase awareness of the diversity makeup of teams	Embed the diversity toolkit within divisions		October 2023
5 6 7 8	Ensure representation of ethnic minorities at Staff Partnership Forum	Ensure involvement within decision-making process	EDI Team People Experience Manager	September 2023
	Percentage of ethnic minority staff accessing career promotion or progression			
4	Promote structures that support career progression and opportunities for ethnic minorities	Create equitable opportunities for ethnic minorities staff	OD Team	March 2024
4	Monitor learning and development attendance by ethnicity status		OD Team	June 2023 and ongoing

7			Training Team	
All	Health and Wellbeing support	Keep the ethnic minority workforce physically and mentally healthy by tailoring support to their needs	Health and Wellbeing Team	January 2023