

Workforce Race Equality Standard Action Plan 2024-2026

WRES indicator	Aligns with High Impact Actions 2,3 and 6		
	Action	Outcome	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	Ongoing until March 2026
1/2	Developing support for internationally recruited colleagues	Retention of internationally recruited colleagues	Ongoing until March 2025
1/2	Review diversity toolkit for teams to understand their recruitment diversity	Increase use and effectiveness of diversity data	April 2026
4	Promote structures that support career progression and opportunities for ethnic minorities	Create equitable opportunities for ethnic minorities staff	March 2026
4	Examine Ethnicity Pay Gap	Analyse and address ethnicity pay gaps across different pay bandings.	March 2025
5/6	Strengthen Reporting and Addressing Discrimination	Review and enhance procedures for reporting and addressing discrimination and harassment. Ensure all reports are handled promptly and effectively.	June 2025
5/6/7	Middle Management Preparation	Ensure those in middle management are prepared for senior roles.	December 2025
5/6/7/8	Diversity Dialogue session to be held on numerous topic	Facilitate conversations on potentially sensitive topics and subjects	Ongoing until March 2026
7	Mentorship and Sponsorship Programmes	Implement programmes to support career progression for multicultural staff.	September 2025
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	Ongoing until March 2026
All	Health and Wellbeing support	Keep the ethnic minority workforce physically and mentally healthy by tailoring support to their needs	January 2026