

Workforce Race Equality Standard (WRES) Action Plan – 2023

WWL recognises the need to make significant improvements to improve the working experience of our staff with Black, Asian and Minority Ethnic colleagues and are committed to progressing an action plan which drives forward cultural improvements that will support improvements across all indicators. WWL will elevate the voice of Black, Asian and Minority Ethnic colleagues by measuring progress in a variety of ways but with absolute involvement of our FAME Network. This plan is supported by the organisation's implementation of the NHS England EDI Improvement Plan, and the six high impact actions contained within that.

Ref	Action	Lead	Completion Date	Success Criteria
1	Establish an EDI Governance framework which supports visible progress against our EDI Strategy.	CPO	Dec 2023	<ul style="list-style-type: none"> Review Terms of Reference and membership of proposed EDI Strategy Group
2	Ensure full visibility of progress against this action plan through regular reporting through to People Committee and other Executive meetings, and regular reports to the FAME (For All Minority Ethnic) Staff Network.	Associate Director of Staff Experience (SE) Head of SE EDI Lead (Workforce)	Jan 2024	<ul style="list-style-type: none"> EDI action log in place, regular updates through to People Committee and FAME network. Review and support FAME Network.
3	Commence our journey to become an intentionally anti-racist organisation by actively working through, and setting goals aligned to, the Bronze status of the NW Anti-Racism framework (with stretch goals of silver and gold).	CPO Deputy CPO Head of SE EDI Lead (Workforce) EDI Lead (Service) FAME Network	June 2024	<ul style="list-style-type: none"> Anti Racist statement Assessment using NW BAME assembly Anti Racism framework. Producing action plan
4	Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur.	Deputy CPO Head of SE EDI Lead (Workforce) Divisional EDI Leads FAME Network	Sept 2024	<ul style="list-style-type: none"> Reduction in incidents of discrimination from line managers or teams. Reduction in incidents of bullying and harassment from public, line managers and teams.
5	Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.	Deputy CPO Associate Director of SE Head of SE	Sept 2024	<ul style="list-style-type: none"> Increase relative likelihood of ethnic minority staff being appointed from shortlisting across all posts.

		Head of Recruitment EDI Lead Workforce		<ul style="list-style-type: none"> • Improve access to career progression, training and development opportunities. • Improvement in ethnic minority representation to address clinical and non clinical disparity across the pay bands. • Year on year improvement in ethnic minority representation at Band 8+
6	Develop and implement an improvement plan to eliminate pay gaps.	Deputy CPO Head of SE EDI Lead (Workforce) Divisional EDI Leads FAME Network	June 2024	<ul style="list-style-type: none"> • Obtain divisional pay gap data and co produce action plan. • Year on year reduction in race pay gaps.
7	Develop a supportive and compassionate programme of work to support the induction and ongoing support to improve the employment experience of our International Nurse colleagues.	Deputy Chief Nurse Deputy CPO Associate Director of SE Head of Professional Practice EDI Lead (Workforce)	Sept 2024	<ul style="list-style-type: none"> • Increase % of international recruited nurses receiving an appraisal. • Reduction in instances of bullying and harassment from team/line manager experienced by internationally recruited staff. • Sense of belonging for internationally recruited staff.
8	Implement monitoring systems that will enable the central monitoring of access to CPD to ensure inequalities can be measured and acted upon where necessary.	Associate Director of SE Head of SE	September 2024	<ul style="list-style-type: none"> • Monitoring system in place and up and running.