

Workforce Race Equality Standard (WRES) Action Plan 2025-26

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 Staff 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 | Improvement Themes / Areas of Focus | Action | Lead Workstream | Completion Date | Success Criteria |
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| 1 | NW Anti-Racist Framework | Gain Bronze accreditation of the NW Anti-Racist Organisation Framework by making anti-racism mission critical, advancing our health inequality agenda and developing policies to reflect our zero-tolerance approach; key milestones include – <ul style="list-style-type: none"> Design and embed anti-racist health inequality projects which will improve the experience of our patients from Black, Minority Ethnic backgrounds Embedding zero-tolerance policy for racial abuse by patients towards staff | Anti-Racism and Civility and Respect | April 2026 | <ul style="list-style-type: none"> Bronze status accreditation evidencing improvements regarding culture and decreasing health inequalities |
| 2 | Discrimination at work (WRES Indicator 8) and Bullying and harassment (Indicator 6) | <ul style="list-style-type: none"> Launch of Anti-Racist Strategy Avoiding Harm Programme – Review of HR processes to reduce negative impact on individuals involved and introduce shared learning sessions to improve processes Implement Civility and Respect Response Framework to support internal routes and processes related to | Anti-Racism and Civility and Respect & Supporting global majority colleagues | October 2025 March 2026 October 2025 | <ul style="list-style-type: none"> Reduce the levels of reported discrimination, bullying and harassment across the Trust Improved support for staff having experienced incivility, bullying or discrimination Decrease in formal dignity at work complaints |

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| | | <p>civility, respect, bullying, harassment and dignity at work</p> <ul style="list-style-type: none"> Continue to roll out Active Bystander Training for clinical leaders Continue our supportive and compassionate programme of work to support and enhance the experience of our global majority nursing colleagues. | | <p>December 2026</p> <p>Ongoing</p> | <ul style="list-style-type: none"> Higher staff engagement and morale Improve the retention rate of Global Majority staff after their 3 year contract is complete. |
| 3 | Inclusive Recruitment and career opportunities (WRES Indicator 2 and 7) | <ul style="list-style-type: none"> Implementing inclusive recruitment processes (value-based recruitment) for all roles including acting up, secondments and developmental opportunities Review and roll-out of inclusive recruitment training and guidance for managers and panels Increase the diversity of interview panels Promote career development opportunities (internal and external) Encourage managers to hold career development conversations with staff | | <p>March 2026</p> | <ul style="list-style-type: none"> Increase relative likelihood of ethnic minority staff being appointed from shortlisting across all posts. Improvement in ethnic minorities stating the Trust provides equal opportunities Year on year improvement in ethnic minority representation at Band 8+ |