**WRES ACTION PLAN 2024/25**

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| ***ACTIONS: Please specify which actions are different to current practice, and which are continuation*** | ***Person who is responsible for overseeing the action*** | ***Please specify KPIs and timelines for monitoring the actions*** |
| 1. Continuation - Deliver a third mid-career programme, for staff from protected characteristics which will include stretch/shadowing/developmental opportunities. Promote this programme to the staff networks and using Trust communication channels. Evaluate programme.  | Sarah Dallal | **Q4 2024/25** - WRES workforce data, evaluation from participants (post programme, 6 months, 1 year) |
| 2. New- Embed being an upstander in all EDI training, including this in the EDI champion role | Abby Holder/Sarah Dallal/Lisa Cole | **Q3 2024/25 -** Training evaluation |
| 3. Continuation - Promote the virtual interview platform (SAMMI), which aims to reduce the bias in the recruitment process. Measure the diversity of successful candidates, evaluate feedback from panel members and applicants. | Sarah Dallal | **Q1 2025/26** - Increase in the number of interviews being carried out using the platform. WRES recruitment and workforce data. |
| 4. New – Work to develop a reduction of violence and aggression strategy  | Kate North | **Q4 2024/25** - Staff survey results |
| 5. Continuation – begin the roll out and embedding of Kind Life (creating a kinder and safer culture programme)  | Susan Coulson  | **Q4 2024/25** - Staff survey results, Pulse survey results, attendance to training, evaluation of training |
| 6. New - Promote career information sessions (Routes to Recruit pilot) to staff networks | Lisa Cole | **Q3 2024/25** - attendance to sessions, feedback from networks |
| 7. New - Campaign to raise awareness of the verbal and physical aggression procedure | Abby Holder | **Q4 2023/24 -** number of Inphase incidents reported |
| 8. New - Intersectionality of staff with Long-term Health Conditions, BAME staff, LGBTQ+ staff, explore whether it is possible to look at whether the data can tell us about staff members who identify as more than one or all 3 protected characteristics.  | Lisa Cole | **Q4 2023/24 -** staff survey results |
| 9. Continuation - Hold a stall at Middlesbrough MELA (multi cultural event), including information about working in the organisation, STEP and current vacancies.  | Lisa Cole & Abby Holder | **Q2 2023/24 -** WRES recruitment and workforce data.  |
| 10. New - Analyse the disciplinary data, understand the rise and any patterns | Lisa Cole | **Q3 2023/24 -** Analysis of data report |
| 11. New -Show Racism The Red Card (SRTRC) overarching education/training programme  | Kate North | **Q4 2023/24 -** Training evaluation, staff survey results, feedback in network |
| 12. New - TEWV becoming an Anti-Racist organisation | Kate North  | **Q4 2023/24** - Staff survey results, feedback from network |
| 13. Continuation - Celebration campaign for Black History Month | Lisa Cole | **Q3 2023/24** - communications plan |
| 14. New - Hold a 2nd BAME staff network event | Lisa Cole & Sarah Dallal | **Q3 2023/24** - feedback from network, engagement scores on staff survey |
| 15. New - Evaluate the Race training being delivered in SIS for the leadership team, this includes exploring cultural differences  | Lisa Cole & Sarah Dallal | **Q4 2023/24** - training evaluation, SIS staff survey results  |
| 16. Continuation - Complete the routes to recruit programme for BAME community group | Lisa Cole  | **Q3 2023/24 -** feedback from participants, number of people going into paid employment  |