

## WORKFORCE RACE EQUALITY STANDARD ACTION PLAN 2020 – 2021

| No | Indicator   | Action/Next Steps  | Outcomes Measure  | CityCare & Integrate Care System Strategic Plans  | Lead      |
|----|---|--|---|---|-----------|
| 1  | <p>Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.</p> <p><i>Findings: 1.36 times greater for white staff (appointed BME staff 50%, white staff 68%)</i></p>                               | <ul style="list-style-type: none"> <li>a. Race Religion &amp; Culture Group: identifying talent and supporting staff in the recruitment process</li> <li>b. BAME listening meetings with Board: wider staff group consultation</li> <li>c. Recruitment Task &amp; Finish Group: mentoring, interview process, constructive feedback, interview skills</li> <li>d. Pilot BAME leadership programme &amp; follow-up talent management</li> </ul>   | Improvement in recruitment/promotion for BAME candidates - NHS jobs data review at E&D Committee meetings |   | HR<br>E&D |
| 2  | <p>Percentage difference between the organisations Board voting membership and its overall workforce:</p> <ul style="list-style-type: none"> <li>a. By voting members</li> <li>b. By executive membership</li> </ul> <p><i>Findings:<br/>We currently have no BME membership on the Board</i></p> | <ul style="list-style-type: none"> <li>a. Board to review membership upon contract renewal</li> <li>b. Board to consider the appointment of staff member representative</li> <li>c. Explore diversity in decision making:                             <ul style="list-style-type: none"> <li>I. Diversity with sub-committees of the Board</li> <li>II. Involve talent through staff network support groups</li> <li>III. Diversity advisory group to provide strategic and optional input into key decisions</li> </ul> </li> </ul> | Board membership improvement in diversity<br>Diversity Advisory Group establishment                       | <p>CityCare<br/>Make CityCare a great place to work</p> <p>ICS<br/>Equality Diversity &amp; Inclusion<br/>Enabling cultural change &amp; leadership development</p> | Board     |

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| 3  | <p>Percentage of staff experiencing harassment, bullying or abuse from <u>patients, relatives or the public in the last 12 months</u></p> <p><i>Findings:</i><br/>Experience of B/H for white staff has improved but has increased by 1% for BAME staff</p>      | <p>a. Race Religion &amp; Culture Group and BME staff wider group– consult &amp; represent views; share stories&amp; produce video</p> <p>b. Survey of BAME staff experience to inform action plan</p> <p>c. Explore reported cases &amp; Datix collation of protected characteristics</p> <p>d. Bullying &amp; harassment delivered at corporate induction &amp; reporting mechanisms for staff – update with freedom to speak up information</p> <p>e. Refresh communication to managers around zero tolerance</p> <p>f. Cultural awareness training for all staff</p> <p>g. Co-mentoring programme &amp; sharing of experience with senior mangers</p> <p>h. Promotion of freedom to speak up</p> | <p>Reduction in reported cases to DATIX</p> <p>Staff Survey 2020 responses</p> <p>BAME targeted survey</p> | <p>CityCare<br/>Make CityCare a great place to work</p> <p>ICS<br/>A happier workforce<br/>Equality Diversity &amp; Inclusion<br/>Retaining staff<br/>Enabling cultural change &amp; leadership development</p> | E&D  |
| 4  | <p>Percentage of staff experiencing harassment, bullying or abuse from <u>staff</u> in last 12 months</p> <p><i>Findings:</i><br/>Experience of B/H for white staff has increased by 1% and by 5% for BME staff</p>  |  |  |   |      |
| 5  | <p>In the last 12 months have you personally experienced discrimination at work from any of the following?<br/><u>Manager/team leader or other colleagues</u></p> <p><i>Findings: for white staff remains the same with an increase for BAME staff of 5%</i></p> |  |  |   |      |

Supporting Processes:

- E&D Strategy & Workplan January 2020 and HR Strategy & Workplan 2020
- Equality & Diversity Committee
- Equality & Diversity resources: intranet, videos, policies & procedures, guidance and training
- BME network (Race Religion & Culture Group)
- BAME listening and support group
- Covid-19 Risk Assessment Task & Finish Group
- People IMT Group