

DRAFT: WRES Action Plan 2018/19.

Action	Lead	Deadline	Progress
Re-establish and develop the REACH (BAME) Staff Network.	Diversity & Inclusion Lead. Sandy Woodbridge. Denis		
Identify BAME Diversity Champions.	-ditto-		
Secure agreement from Trust Board and Managers of the time staff can contribute to staff network activity.	Diversity & Inclusion Lead. The Trust Board. Trust Managers.		
Identify a Lead Champion to facilitate the network and represent it at the next and subsequent EDI Committee Meetings	Diversity & Inclusion Lead. REACH staff network		
Discuss the WRES Action Plan with Staff Side Organisations to engage them in the WRES process.	Diversity & Inclusion Lead. Lead BAME Diversity Champion.		
Arrange a meeting of the Equality, Diversity and Inclusion steering group by the 30/11/18	Diversity & Inclusion Lead. Chair of the EDI Steering Group		
Work with NHS Leadership Academy to identify appropriate mentoring and coaching initiatives for BAME staff.	Diversity & Inclusion Lead. Education Department. Leadership academy.		
Ensure that all staff have a clear understanding of the bullying and harassment process and procedures. Also ensure staff receive support when they raise issues.	Freedom to Speak Up Guardian. Diversity & Inclusion Lead.		

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<p>Develop a communications plan to publicise the WRES process and action plan. Ensuring that positive benefits are emphasised.</p>	<p>Diversity & Inclusion Lead. Head of Communications.</p>		
<p>Develop appropriate Equality, Diversity & Inclusion Training for our people linked to the TRUST values. Include reference to the WRES process and action plan.</p>	<p>Diversity & Inclusion Lead</p>		
<p>Explore the feasibility of having an “open seat” at the Trust Board for a representative from the REACH (BAME) staff Network.</p>	<p>Diversity & Inclusion Manager. Trust Board. REACH staff Network.</p>		
<p>Identify the equality data of the Trust Governors to evidence of diversity. Explore possibility of recruiting governors from particular ethnic community groups, not just on a geographical basis.</p>	<p>Diversity & Inclusion Lead. Person responsible for managing the recruitment/managing the Governors.</p>		
<p>Consider and Develop a reverse mentoring program for the Trust Board members and Senior management.</p>	<p>Diversity & Inclusion lead</p>		