

WRES and WDES Action Plans 2023

WRES action plan – in response to our WRES, we have developed a Trust Anti-racism strategy and Trust Action Statement in co-production with our colleagues and our communities. Further information and more about our action can be found here [Unity Against Racism | Berkshire Healthcare NHS Foundation Trust](#) this forms the basis of our Anti-racism actions under 5 clear workstreams:

- Anti-racism Education and Engagement
- Recruitment, retention, progression and conditions
- Anti-racism policy and practice
- Incidents, support and empowerment
- Patient experience, access and outcomes

The below workstreams will be overseen by our Trust Anti-racism Taskforce.

Why?	Anti-racism Strategy workstream	We have already	Executive Lead	Actions further developed by
Patient, experience access and outcomes	Patient experience, access and outcomes	<ul style="list-style-type: none"> • Launched a Community Anti-Racist in Healthcare Forum in October 2023. • Developing our Health Inequality Strategy • Investing in a project on disproportionate Mental Health Act detentions of Black communities partnering with MIND to deliver change and engage with our community 	Chief Medical Officer	1 st January 2024
Anti-racism policy and practice in helping us become an anti-racist organisation	Anti-racism policy and practice	<ul style="list-style-type: none"> • Planned to review our approach to Equality Impact Assessments in 2023/24 • Refreshed and extended our staff induction Equality, Diversity and Inclusion content to cover allyship, microaggressions, upstander and Equality Impact Assessments 	Chief Finance Officer	1 st January 2024
Anti-racism Education and Engagement as in	Anti-racism Education	<ul style="list-style-type: none"> • Revised our Induction training to cover allyship, microaggressions, being an upstander, equality impact assessments and developing impact centred approach to conflict 	Chief Operating Officer	1 st January 2024

order to become an anti-racist organisation	and Engagement	<ul style="list-style-type: none"> Developed our inclusive Leadership and Talent Strategy Continued events linked to key equality dates – such as Windrush, South Asian Heritage Month and Black History Month Introduced an Anti-Racism taskforce 		
Indicator 2: Relative likelihood of White applicants being appointed from shortlisting across all posts compared to BME applicants	Recruitment, retention, progression and conditions	<ul style="list-style-type: none"> Began a review of Recruitment training Planned a review of Inclusive Recruitment to suggest specific interventions 	Deputy Chief Executive	1 st January 2024
Indicator 3: Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Incidents, support and empowerment	<ul style="list-style-type: none"> Evaluated and shared a report with networks on our changed approach to disciplinaries 	Chief Nursing and Therapies Officer	1 st January 2024
Indicator 4: Relative likelihood of White staff accessing non-mandatory training and continuous professional development (CPD) compared to BME staff	Recruitment, retention, progression and conditions	<ul style="list-style-type: none"> Began a deeper review of data around training and CPD to disaggregate by division and more specific ethnicity 	Deputy Chief Executive	1 st January 2024
Indicator 5 and 6: Percentage of staff experiencing harassment, bullying or abuse	Incidents, support and empowerment	<ul style="list-style-type: none"> Developed a zero tolerance of racism condition of admission for patients to PPH Signed the NHS sexual safety charter to commit to the 10 actions. 	Chief Nursing and Therapies Officer	1 st January 2024

<p>Indicator 7: Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion</p>	<p>Recruitment, retention, progression and conditions</p>	<ul style="list-style-type: none"> • Introduced ethnicity pay gap reporting • Launched interest for The Mirror Board with Frimley Health and Care 	<p>Deputy Chief Executive</p>	<p>1st January 2024</p>
<p>Indicator 8: Percentage of staff experienced discrimination at work</p>	<p>Incidents, support and empowerment</p>	<ul style="list-style-type: none"> • Launched the Prospect Park Hospital Advocacy for Racial Equity Team (PPARET) to assist staff with racial abuse and train advocates to frequently visit wards. • Began project to improve experience of people experiencing racism in Wokingham Community Nursing and Out of Hours Services • Relunched our Violence Prevention and Reduction (VPR) Working Group 	<p>Chief Nursing and Therapies Officer</p>	<p>1st January 2024</p>

WDES Action Plan – in response to our WDES, we have developed 3 specific action areas in co-production with our staff networks. We are taking a more intersectionality approach to our actions so they cross-over into other workstreams and actions, an vice versa, so some actions relating to our WDES will also be captured in our WRES above.

What?	WDES indicator	Actions	Lead	Timeframe
Data	Indicator 1 ALL	<ul style="list-style-type: none"> • Improve our sharing of protected characteristics • Revise our Induction training to cover importance of sharing characteristics • High proportion of medical staff not sharing – target interventions to review equality monitoring capturing and engage with our medical workforce. • Improve Board sharing of person information. • Developing our EDI dashboard 	ALL EDI team Medical Staffing Trust Chair Workforce Information team	1 st April 2024 1 st August 2023 1 st April 2024 1 st April 2024 1 st November 2023
Reasonable Adjustments	Indicator 8	<ul style="list-style-type: none"> • Develop a QI approach to improve reasonable adjustments • Improve awareness and embed through leadership and management development • Forms part of our neurodiversity strategy approach and will promote within this workstream. • Produce a RA video 	EDI team Leadership and OD team ND workforce Group EDI team	1 st April 2024 1 st April 2024 1 st April 2024 1 st November 2023
Coming to work when unwell	Indicator 6	<ul style="list-style-type: none"> • Explore with our Purple network how the organisation can better support colleagues to not come to work when feeling unwell. 	Purple Network / EDI team	1 st April 2024
Pay Gap	Indicator 5	<ul style="list-style-type: none"> • Completed our Disability Pay Gap 	EDI team	1 st June 2023