

## Berkshire Healthcare NHS Foundation Trust. Workplace Race Equality Action Plan 2019

Priority	Action	Timescale
Support our BAME Network in the achievement of their objectives	<ul style="list-style-type: none"> <li>• Reduce bullying and harassment</li> <li>• Engagement with staff at Prospect Park Hospital – with a particular focus on night staff and health and wellbeing</li> <li>• Reverse mentoring – BAME network and Exec team to undertake</li> <li>• MIR programme – supporting delivery of next cohorts for BAME staff and Managers programme</li> <li>• Education and awareness – Black history Month, Inspire &amp; Empower event in October 2019, Trust Leaders and Managers Forum presentation, Diversity Roadshows</li> </ul>	By April 2020
Workforce composition	<p>We will achieve a workforce that reflects the population we serve at all levels of seniority, recognising that diverse teams and leadership deliver the best results and will:</p> <ul style="list-style-type: none"> <li>• Communicate the value of a diverse workforce through our Diversity Roadshows and internal communications.</li> <li>• Maintain 20% or more BAME staff at bands 5-7 and increase our percentage at bands 8a and above.</li> <li>• Confirm arrangements for BAME staff involvement in recruitment processes with the BAME network, JSCC, Human Resources and operational leaders.</li> <li>• Complete the analysis needed to specify targets and timescales for our new Equality and Inclusion Strategy</li> </ul>	<p>By Jan 2020</p> <p>By April 2020</p> <p>By Feb 2020</p> <p>By April 2020</p>
Increase ethnicity declaration rates on ESR	Communicate a reminder about the importance of declaration to all staff, and how they can use ESR Self Service functionality to update their personal information.	By Jan 2020
Reduce the percentage of BAME staff entering the formal disciplinary process	<p>We will confirm our approach regarding the Cultural Ambassador programme through joint work with our BAME Network, JSCC, Human Resources and operational leaders.</p> <p>We will review the diversity of our pool of investigating officers, and take steps to provided targeted training to ensure that it is representative.</p>	By Feb 2020

Address the poorer experience of BAME staff reported through the NSS.	<p><b>Bullying and Harassment</b></p> <ul style="list-style-type: none"> <li>• Continue to implement Making it Right.</li> <li>• Evaluate and implement Making It Right for Managers.</li> <li>• Complete and implement the use of our videos and posters for internal training and events to promote our zero tolerance message about bullying and harassment.</li> </ul>	By April 2019
	<p><b>Discrimination</b></p> <ul style="list-style-type: none"> <li>• Leadership behaviour – providing training, mentoring and reverse mentoring to increase awareness and ability to act as effective role models in recognising and addressing discrimination.</li> <li>• Provision of good quality management training – ensuring that our management training provides people with the tools and capabilities needed to prevent and tackle discrimination. This will include review of training needs of our Human Resources directorate.</li> <li>• Communications – researching and applying good practice evidence about the impact of internal communications, and ensuring managers have access to good quality materials to support them in delivering clear and effective messages in their own teams.</li> <li>• Use of reliable and robust data – to understand the experiences of our staff and proactively using data to address areas of concern. We will work with the BAME Network to improve our use of soft intelligence about people’s experience, in combination with data from Human Resources and Freedom to Speak Up processes.</li> </ul>	By April 2019