

Leicestershire Partnership Trust

WRES Action Plan 2020/21

1. Ensure Recruitment and Selection processes are free from bias

Priority	Action	Lead	By When	Milestone	Progress	RAG
1	Ensure that all interview panels are ethnically diverse	Directors	October 2020	<ul style="list-style-type: none"> • Recommence data monitoring reports to EDI Group (July 2020) • Ensure Directorates have a ready pool of BAME staff to involve in recruitment process 	Diverse interview Panels were mandated from January 2020. Communications on this approach was started in May 2019. 202/210 WRES data shows LPT Recruitment processes are fair with no disproportionate impact on the appointment of BAME candidates. However, this position needs to be sustained and improvements evidenced in the appointment of BAME candidates at very senior levels (8b and above and 8a and above in clinical roles) requires improvement. Recruitment to appointment data for the first quarter from March 2020 shows a less favourable rate for BAME candidates (1.7) and diverse panel data for September falls short of the 100% mandated target.	R

2. Ensure that BAME staff are benefiting from career progression and development

Priority	Action	Lead	By When	Milestone	Progress	RAG
1	Establish on-merit fast-track career pathways for BAME staff in to senior positions	Head of OD and Head of EDI	December 2020	<ul style="list-style-type: none"> Develop On-Merit plan aligning to LPT, regional and national Talent Management strategies September 2020 Launch programme December 2020 	<p>Head of EDI exploring what is available regionally and nationally in order that talent management strategies are aligned. Also exploring what has worked and what needs to be done differently to guarantee career progression that is impactful (Aug 20).</p> <p>System wide High Potential scheme being developed. Internal LPT programme to be determined.</p>	B
1	Interview Skills Training	Head of EDI/OD Practitioner	September 2020	<ul style="list-style-type: none"> Interview skills training package already developed (May 2019) Establish MS Teams sessions for BAME staff (September 2020) 	Recruitment Manager has developed a draft session to be delivered with the Head of EDI during October 2020	A

3. Create a culturally inclusive organisation for all

Priority	Action	Lead	By When	Milestone	Progress	RAG
1	Develop a timetable of Listening events with specific themes and topics in consultation with BAME staff they would like to discuss with the Executive Team	Head of EDI	September 2020	<ul style="list-style-type: none"> Discuss topic areas at BAME SSG (July 2020) Develop timetable and schedule in meetings in line with Executive Team availability 	4 Trust-wide Listening Events have taken place. Staff have requested more localised sessions at Directorate level which are being planned (Aug 20).	G

					A session in CHS took place in September. FYPC and AAMH sessions under development.	
2	Deliver “on-demand” unconscious bias training	Equality Co-Ordinator	December 2020 onwards	<ul style="list-style-type: none"> Promote training through coms on an ongoing basis (January 2020) Report number of sessions and evaluation feedback to EDI Workforce Group January 2020 	<p>6 LPT sessions have been delivered during 2019 with good feedback (Aug 20).</p> <p>EDI Coordinator in the process of developing virtual sessions. Expected availability January 2021.</p>	R
1	Recommence successful Race and Cultural Intelligence Training to all line-managers	EDI Lead	August 2019	<ul style="list-style-type: none"> Recommence August 2020 	Commenced. Feedback has been excellent with 175 who have participated to date.	G
1	Develop and promote psychological support for BAME staff as a response to Covid19/Black Lives Matter and emerging mental health concerns	BAME SSG Chair	September 2020	<ul style="list-style-type: none"> Agree working group to take forward model of “Trauma informed care” targeted at BAME staff (August 2020) Present options to Health and well-being and EDI Groups (September 2020) 	<p>LPT service has been developed. One of the BAME SSG members is involved in delivering the service and is going to provide the SSG with advice and support on how to access the services and other resources at the September 2020 meeting (Aug 20)</p> <p>The People Plan makes reference to ensuring the health and well-being of colleagues in relation to EDI issues. Further work on this will be carried out and progress reported in future updates.</p>	A
1	Develop a business case for securing resources to support the BAME SSG agenda	Head of EDI	August 2020	<ul style="list-style-type: none"> Development of business case (July 2020) Agree with BAME SSG (August 2020) 	Business case has been drafted and at first stage of consultation.	A

				<ul style="list-style-type: none"> • Approval sought from QAC (August 2020) 		
1	Support the delivery of WRES Culture Change Programme	Head of EDI	August 2020 onwards	<ul style="list-style-type: none"> • Meeting with WRES to explore areas for progression (August 2020) • Establishment of action plan (November 2020) • Delivery of programme (December 2020 – March 2020) 	WRES Team met with Trust board at its development day on 4 th August. Focus groups with BAME colleagues has taken place. Changes in the National Team have delayed the programme until January 2021	A
1	Launch 2 nd Cohort Reverse Mentoring Programme	Head of EDI	November 2020	<ul style="list-style-type: none"> • Develop resources for second cohort of reverse mentoring programme (October 2020) • Launch application process (November 2020) • Provide Training December 2020) • Commence 2nd cohort of reverse mentoring from January 2020 	Project plan established and signed off by EDI Taskforce. On target.	A
1	Participate in LLR System wide Cultural Competency Masterclasses run by Above Difference (30 places available across LLR)	Head of EDI	November 2020	<ul style="list-style-type: none"> • Masterclass to be delivered virtually on 30 November 2020 	HE funding secured. This Masterclass includes a 360 cultural competency assessment followed by a full day Masterclass aimed at EDI Leads and Board level Leadership.	A