

WRES Action Plan 2017/2018

Requirement	Current position	Action for 2017 /2018	Link to EDS2 (where appropriate)
NHS Standard Contract 2018/2019: To implement the WRES, submitting an annual report and publishing this.	The 2015, 2016 and 2017 WRES are published on the on the hospital internet.	2018 WRES to be on the hospital internet.	
WRES indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts	Implementation of an overseas nursing forum.	Implementation of an overseas nursing forum.	
WRES indicator 5: Staff Survey KF 25; percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	An improvement in these figures for colleague to colleague bullying has been seen over the last few years.	NHS Staff Surveys. Following these focus groups further actions will be identified.	
WRES indicator 7: Staff survey KF21; percentage believing that trust provides equal opportunities for career	The gap between white colleagues and BME colleagues is showing a further reduction.	Review performance ratings by BME group to see if there is any sign of BME colleagues receiving lower ratings than white	6.5 The appointment of a BME champion to support the development of BME groups

progression or promotion.

WRES indicator 8: Staff Survey Q17; In the last 12 months have you personally experienced discrimination at work from any of the following@ Manager/team leader or other colleague

7% decrease on the previous year in the number of BME colleagues subject to discrimination.

WRES indicator 9: Percentage difference between the organisations' Board voting members and its overall workforce.

Consistent year on year.

colleagues.

Review talent management and succession planning processes to encourage progression.

Will be picked up as part of actions from focus groups

across the organisation

Work with Somerset County Council colleagues to promote diverse groups across Somerset for our colleagues to become involved with

6.2 Small working group to lead an improvement project utilising the last five years of WRES data to identify trends, key areas for concern and tests of change which can be achieved within the resource available. This project will be monitored through the alliance colleague improvement board.

6.9 We will ensure the newly designed leadership programme adequately covers diversity and inclusion language in its delivery, celebrating all colleagues in the delivery in excellent patient care.

6.1 • Board development day to take place in November 2018 with an external facilitator to support the Board in understanding and becoming confident in their responsibility for promoting

equality, removing health inequalities, and providing assurance and compliance with the Equality Act 2010 and the Health and Social Care Act 2012.

6.10 Roll out of reverse mentoring for executives.