

**WORKFORCE RACE EQUALITY INDICATORS 2016**

**DRAFT ACTION PLAN – AUGUST 2016**

WRES Indication Number	Indicator	Director Lead	Key Deliverable	Expected Impact
1.	<b>% of BME staff in each of the Agenda for Change pay bands is representative of our overall workforce</b>	Director of HR		
3.	<b>Relative likelihood of staff entering the formal disciplinary process</b>	Director of HR	<ul style="list-style-type: none"> <li>• Develop an HR checklist of questions to ask of a line manager as they prepare to embark on initial fact finding or to commission a formal investigation</li> <li>• Increase communication and engagement with BME network through the 16/17 year to raise confidence that HR will be challenging managers before formal processes commence</li> </ul>	Reduction in the number of BME employees involved in formal disciplinary processes
5./ 6.	<b>% of staff experiencing harassment, bullying or abuse from staff in the last 12 months</b>	Director of HR	<ul style="list-style-type: none"> <li>• Undertake a staff questionnaire to establish some baseline data</li> <li>• Increase communication and engagement with all staff networks through the 16/17 year to raise confidence that HR will be supportive to individual employees who are experiencing issues at work</li> <li>• Strengthen the awareness of the Staff Liaison Officer role who can guide and</li> </ul>	Improvement in the 17/18 staff survey results

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			support all employees to access support <ul style="list-style-type: none"> <li data-bbox="1025 325 1603 461">• Awareness raising with line managers of the policy, their duties and the types of management action that could be felt to be bullying or intimidating by managers</li> </ul>	

First Draft